

R E P O R T
of
The Retrenchment Committee

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PART I

CONSTITUTION OF THE RETRENCHMENT COMMITTEE.

THE COMMITTEE.

- | | |
|---|------------------------------------|
| 1. HON'BLE MR. GHULAM MOHAMMED,
C.I.E., | <i>Chairman</i> |
| 2. MOULVI MOHAMMAD BAHADUR
Khan (Died on 21st Amardad
1353 F.) | } <i>Non-Official
Members.</i> |
| MOULVI FAZAL HUSSAIN
(Nominated in place of Moulvi
Md. Bahadur Khan, Died on
9th Dai 1354 F.). | |
| MOULVI MOHAMMAD YAMIN
ZUBAIRI
(Nominated in place of Moulvi
Fazal Hussain). | |
| 3. RAJA PANNALAL PITTI | |
| 4. MIR LAIK ALI, ESQR. | |
| 5. ABUL HASSAN SYED ALI, ESQR. | |
| 6. RAI SRI KISHEN, ESQR.
(Resigned with effect from
Azur 1354 F.) | |
| DALIP SINGH, ESQR.,
(Nominated in place of Mr. Sri
Kishen). | |
| 7. MIR AKBAR ALI KHAN, ESQR. | |
| 8. RAJA PINGLE VENKĀT RAMA
REDDY. | |
| 9. B. S. VENKAT RAO, ESQR. | |
| 10. MIRZA MAQSOOD AHMED KHAN,
ESQR. | |
| 11. PANDIT GOPAL RAO BORGAONKER. | |

12. NAWAB LIAQAT JUNG BAHADUR,
(*Ex officio* Member as Finance
Secretary till Khurdad 1353 F.
and then nominated as member
in place of Mr. Taraporevala
from 13-7-53 F.)

13. NAWAB MIR NAWAZ JUNG BAHADUR
(*Ex officio* Member from
13-7-53 F.)

14. NAWAB ZAIN YAR JUNG BAHADUR,
(Resigned with effect from
Meher 1353 F.)

NAWAB MAHMOOD YAR JUNG
BAHADUR (Nominated in place
of Nawab Zain Yar Jung Baha-
dur).

} *Official
Members.*

15. ABDUL BASIT KHAN, ESQR.

16. NAWAB ALI YAVAR JUNG BAHADUR.

17. MD. AZHAR HASSAN, ESQR.

C. B. TARAPOREVALA, ESQR.

(Vacated his seat with effect
from 13-7-53 F., Nawab Liaquat
Jung Bahadur nominated in his
place)

ZAHEERUDDIN AHMED, ESQR.

(From 5-2-52 F. to 14-6-53 F.)

SYED TAKIUDDIN, ESQR.

(From 15-6-53 F.)

} *Secretary.*

*Extract from the Hon'ble Finance Member's Budget
Note for the year 1352 Fash.*

* * * *

60. There have been insistent demands from almost all sections of the public for the reduction of public expenditure generally, or on specific objects. Howsoever ill-informed some of this criticism may be, one cannot fail to discern behind all such suggestions a sincere desire to effect economy and to avoid waste. With the proposals for fresh taxation on the anvil, this demand assumes greater importance and it would be only right that chosen representatives of the public, selected by Government to advise the Finance Department in financial matters, should be entrusted with the task of suggesting, after full enquiry and detailed examination practical steps for effecting economy. Several schemes are already under examination including, fixation of new rates of pay, revision of leave and pension rules for new entrants, establishment of a central agency for the purchase of stores required for the public service. The appointment of a Committee with non-official majority consisting of all the six non-official members of the Advisory Committee attached to the Finance Department and four officials under the Chairmanship of the Finance Member is recommended. This Committee should be entrusted with examination of public expenditure, not excluded from the purview of the Advisory Committee with a view to suggest measures of economy and reduction in expenditure. The work of this Committee should prove of benefit both to the Government and the non-official gentlemen, who will gain direct practical experience of Government organisation which will add to their usefulness both as members of the Advisory Committee and as citizens. Non-official opinion must be guided into responsible channels and this could only be effected by mutual trust and confidence, on which the policy of Government is rightly based.

Appointme
of Committee
for Retrenchi
in Expenditu

EXTRACT FROM THE FINANCE DEPARTMENT ARZDASHT
DATED THE 25TH RAMZAN-UL-MUBARAK 1361 HIJRI.

(Translation).

The Council is in agreement with the proposal of the Finance Member, which has the unanimous approval of the Financial Advisory Committee that a Retrenchment Committee be set up without delay, composed of all the non-official members of the Financial Advisory Committee with the addition of 4 official members, which will work under the Chairmanship of the Finance Member. As for the official members, the names of Abdul Basit Khan Saheb, Member Atiyat Committee, Zain Yar Jung Bahadur, Chief Architect, Finance Secretary and one officer of the Finance Department (to be nominated by the Finance Member), may be recommended to H.E.H. The Council is further, in agreement with the proposal of the Finance Member that with a view to effect expeditious disposal of work, the work of the Retrenchment Committee should be so distributed among the members that each Sub-Committee should be entrusted with the examination of a department and the sectional reports should be submitted to Government as soon as the work of that particular department is finished.

The Council further proposes that a whole-time officer be appointed for this Committee, so that, as Secretary of the Committee, he may be able to render whole-hearted and necessary assistance.

ARZDASHT SUBMITTED BY THE FINANCE DEPARTMENT

(*Translation*).

Submitted to the august presence of His Exalted Highness, Guide and Mentor, the Protector of the Universe, the shadow of God on Earth, the Sultan of the Deccan—may his august shadow increase and may the Almighty guard his kingdom.

After tendering deep homage——it is respectfully submitted that

The Committee set up in accordance with the proposals of the Finance Member in connection with the Budget for 1352 F. to consider the possibilities of effecting retrenchment in public expenditure has no concern with the Reforms or Statutory Financial Advisory Committee and it has an independent status. This Committee has been constituted in pursuance of the Firman-e-Mubarak dated the 20th Shavval-ul-Mukarram 1361 Hijri. It is a mere accident that for the sake of convenience in selection, the non-official members of this Committee are the same as the non-official members constituting the statutory Financial Advisory Committee and the same matters have been kept outside the purview of this Committee as those of the Financial Advisory Committee. The Retrenchment Committee cannot be called a Sub-Committee of the Statutory Financial Advisory Committee, merely on the ground of common non-official membership or the fact that the same matters have been kept outside the purview of both the Committees. It is therefore——necessary that this misunderstanding should be removed.

Moreover, one practical difficulty which has been experienced in the working of the Retrenchment Committee is that in case the principles governing clause 14, to Appendix A, to the rules of the Statutory Financial Advisory Committee, keeping salaries and allowances,

pensions and gratuities outside the purview of the Statutory Financial Advisory Committee, are also applied wholly to the Retrenchment Committee, salaries and allowances, pensions and gratuities will also be considered as outside the scope of inquiry of this Committee and thus the object in view at the time of the constitution of the Committee will not be realised, to a great extent and the work of the Committee will remain incomplete, inasmuch as the matters are closely linked with any proposal for retrenchment. In view of this, the Finance Department has suggested that having regard to the independent status of the Committee, it would be proper to delete the words

1. Aqeel Jung Bdr., Member, Commerce and Industries.
 2. Mahdi Yar Jung Bdr., Member, Education.
 3. Khusro Jung Bdr., Member, Army.
 4. Dharam Karan Bdr., Member, P.W.D.
 5. Ghulam Mohammad, Member, Finance.
 6. W. V. Grigson, Member, Revenue and Police.
- “Salaries and allowances, pensions and gratuities” from clause (14) to Appendix A, in so far as this clause applies specifically to this Committee. This proposal was considered at a meeting of the Executive Council held on the 30th Ardibehisht 1352 F., at which, the marginally noted members, besides myself were present.
- It was unanimously RESOLVED that the Council was in agreement with the proposal. It is therefore respectfully submitted that the proposal will be given effect to, if it receives the assent of H.E.H. To add more would be exceeding the bounds of respect. May the sun of your Exalted Highness' life, prosperity and prestige shine gloriously and resplendently for ever, Amen.

Your Exalted Highness'
devoted and loyal servant,
(Sd.) AHMAD SAID,
President, Executive Council.

FIRMAN-E-MUBARAK.

(*Translation*).

I have read the Arzdasht of the Finance Department dated the 21st Rabi-ul-Awwal 1362 H., relating to certain amendments in the sanctioned rules of the Statutory Financial Advisory Committee.

Commanded that:—The words “Salaries and allowances, pensions and gratuities” be deleted from clause (14) to Appendix A of the aforesaid Rules, so far as this clause applies specifically to the Retrenchment Committee, as proposed by the Council.

(Sd.) HIS EXALTED HIGHNESS.

Dated the 27th Rabi-ul-Awwal 1362 H.

REPORT.

CHAPTER I.

INTRODUCTORY.

We the undersigned members of the Committee appointed to examine and report on:—

- (i) The public expenditure, excepting the items relating to or in connection with the subjects mentioned in Appendix A of the Gazette Extraordinary dated the 24th Mehir 1351 Fasli, and
- (ii) The ways and means for economy and for effecting forthwith or by stages all possible reductions in the public expenditure.

Submit the following report, together with the record of evidence taken by us in the course of our inquiry.

1. SCOPE OF INQUIRY.

In considering the matters referred to us we amplified the terms of Reference into the following specific issues:

- 1. General revision and reduction in the scales of Salaries and allowances of the Gazetted officers.
- 2. Revision of leave and pension rules.
- 3. Decentralization of Powers.
- 4. Reorganisation of the Secretariats.
- 5. Retrenchment of particular posts and establishments.
- 6. Reforms in the method of work in the Government offices.
- 7. Preparation of Office Manuals and departmental codes and codification of statutes, rules and regulations.
- 8. Curtailment of holidays and determination of hours of work in the public offices.

9. Housing of Government Offices, institutions and Government servants.
10. Reforms in the stores purchase policy of the Government.
11. Standardization of forms.
12. Determination of the scale of furniture for offices, and office establishments and the scale of stationery to be supplied to offices and office establishments.

2. METHOD OF WORK, SUB-COMMITTEES AND GENERAL OBSERVATIONS.

We assembled on the 5th of Dai 1352 F. and have continued in Session ever since, with such intervals as were necessary for the arrangement of the material which we had collected and for drafting the Report. In the first meeting we addressed ourselves to the task of laying down procedure of work and framing of general and particular questionnaires, and constituted the following Sub-Committees:

1. The Questionnaire Sub-Committee.
2. The Pay and Allowances Sub-Committee.
3. The Judicial, Education, Medical and Ecclesiastical Departments Sub-Committee.
4. The Revenue Sub-Committee.
5. The P.W.D. Sub-Committee.
6. The Finance Department Sub-Committee.
7. The Commerce and Industries Department Sub-Committee.
8. The Miscellaneous Departments Sub-Committee.
9. The Decentralization Sub-Committee.

Subsequently we constituted one more Committee for considering the Reorganisation of Secretariats. Names of the members of the Committees will be found in Appendix B. We tried to ascertain the trend of representative official and non-official opinion on the subjects comprised within the scope of our inquiry by inviting Heads of Departments, Senior Officials, Representatives of Public Organisations and Prominent Retired Officials to

express their views by sending memoranda or appearing as witnesses. In response to our invitations we received 65 written opinions. We examined 9 witnesses, and the Sub-Committees examined 35 witnesses. Every criticism or proposal of any importance contained in this Report has therefore been formulated after fully ascertaining the official and non-official points of view, and with the consciousness that the proposals should not affect the required standards of administration vital for any modern Government in the present and Post-War conditions. We met on 23 occasions and the different Sub-Committees held 93 meetings.

3. OBITUARY.

In Amardad 1353 F. we suffered an irreparable loss in the death of our valuable colleague Maulvi Md. Bahadur Khan. His personality, sincere spirit of co-operation, deep regard for the welfare of the State and abiding interest in the public affairs made the loss still more poignant. Maulvi Fazal Hussain who was nominated in his place also died, even before he could take part in our deliberations. We deeply regret their losses.

4. RESIGNATIONS.

In Khurdad 1353 F. Nawab Liaquat Jung Bahadur who was *ex officio* member of the Committee, as Finance Secretary, was appointed Controllor-General of Audit and Accounts, and Nawab Mir Nawaz Jung Bahadur took his place in the Committee. Since Nawab Liaquat Jung Bahadur had been closely associated with the work of the Committee and Sub-Committees from their inception, and acted as Chairman of the Sub-Committees, he was nominated by Government in place of Mr. C. B. Taraporevala who had proceeded on leave and vacated his seat in the Committee. Renomination of Nawab Liaquat Jung Bahadur was specially welcome to us as his vast experience, deep insight into facts and appreciation of problems were invaluable assets to us in formulating views and decisions in the Sub-Committees of which he was Chairman. During the period of $1\frac{1}{2}$ years that Mr. Taraporevala was a member of the Committee his sound knowledge of facts and figures was of considerable help to us.

Nawab Zain Yar Jung Bahadur resigned from the membership of the Committee, in Meher 1353 F. on his

elevation as a member of the Executive Council. The P.W.D. Sub-Committee owed much to his ripe experience and sound judgement and in many of the recommendations of that Committee the spirit of his Counsels will be found reflected. Nawab Mahmood Yar Jung Bahadur was nominated in his place.

Mr. Rai Srikishen resigned from the membership of the Finance Advisory Committee and therefore *ipso facto* ceased to be a member of the Retrenchment Committee with effect from Azur 1354 F. He was an active member of our Committee, but we regret to note that in the last stages of the labours of the Committee he should have thought fit to disassociate himself from many of the decisions with which he agreed in the initial stages of our deliberations. He sent in a note which he termed as a note of Dissent long after we had submitted our Interim Report dealing with the Pay and Allowances of the Gazetted Services, to Government. This note was not only objectionable in language and tone but also contained adverse comments on many matters which were beyond our purview. The note also expressed opinions on issues which had not been dealt with in the Interim Report and curiously enough also on those decisions of the Committee to which he himself had been a party. We carefully considered this note and decided not to include it in the Report or to forward it to Government for the above stated reasons. Government nominated Mr. Daleep Singh as a Member of the Committee in the vacancy caused by the resignation of Mr. Rai Srikishen.

5. ACKNOWLEDGMENT.

We owe a debt of gratitude to all those officials and non-officials alike who at the expense often, of much time and labour, gave oral evidence or formulated their views in writing for our benefit. We would like to record our particular thanks to Nawab Rustom Jung Bahadur who sent a very exhaustive and detailed memorandum and also gave very informative and lucid evidence. We are also very thankful to the Departments which co-operated with us and particularly the Finance Department but for whose unstinted help, co-operation and sympathy we would not have been able to discharge our onerous responsibilities,

Before this report was finally adopted by the Committee, Fate deprived us of the wise guidance and inspiring direction of the Hon'ble Mr. Ghulam Mohammed, who had to vacate his office in the middle of Ardibehisht 1354 F., due to ill-health. He had been the life and soul of the Committee and its Chief Mentor and it was mainly due to his efforts and farsightedness that the R. C. owed its existence. It is all the more regrettable that just at the closing stage of the Committee's labour when we were most in need of his guidance and advice, he should have left us on medical grounds. The Committee owes a debt of deep gratitude to the Hon'ble Mr. Ghulam Mohammed, for all that he did for the Committee and for the uniform courtesy and attention which the members received from him during the course of its deliberations. We take this opportunity of gratefully acknowledging the invaluable assistance and the profound inspiration which we received from him at every stage of the Committee's labours and we feel that but for his attention and guidance the Committee's work would have been very difficult.

6. DELAY IN THE SUBMISSION OF THE REPORT.

We note with regret that our Report could not be submitted earlier, in spite of our best efforts to expedite the work of our Committee. We were handicapped by the fact that some of our colleagues happened to be the members of the Post-War Planning Committees and the Food Advisory Committee and their engagements in these Committees sometimes held up the deliberations of our Committee. In spite of these difficulties, we have been able to prepare and submit our Report, within as short a space of time as was possible under the circumstances.

CHAPTER II.

THE PROBLEM.

Ratio of Expenditure over Salaries.

For sometime past, the steady rise in the ratio of expenditure over salaries, has been causing anxiety to the Finance Department. In the Budget Note of 1349 Fasli, Hon'ble the Finance Member observed as follows, ".....the necessity of effecting retrenchment in the scale of salaries of Gazetted ranks, has not been overlooked and proposals in this direction are under examination."

The following statement will illustrate the rise in the ratio of expenditure over salaries to the total expenditure; and the urgent reason for retrenchment:—

1324 F.		33 P.C.
1332 F.		48 P.C.
1334 F.		
to	Average	41.5 P.C.
1347 F.		
1351 F.		40.8 P.C.

PREVIOUS INVESTIGATIONS AND INQUIRIES.

In Shehrewar 1349 F., the Executive Council appointed a Committee to examine in detail the proposals for retrenchment in the scales of salaries of gazetted officers and number of appointments with the direction that the Finance Department should in the meanwhile investigate the desirability of levying a percentage cut in salaries with a view to balance the Budget. On the presentation of the Report by the Committee, the Council appointed Mr. Md. Mir Khan (Now Nawab Mir Nawaz Jung Bahadur) to work out detailed proposals. In his report Mr. Md. Mir Khan pointed out that in order to justify an all round cut in the scales of salaries, a thorough inquiry into the existing system of taxation, economic conditions, and conditions of life was essent-

tial. He pointed out that reduction in expenditure should not only be confined to salaries but should also be applied to the items of contingent, supplies, travelling and other allowances expenditure. But since his terms of reference were limited, Mr. Md. Mir Khan had necessarily to confine his recommendations to the scales of pay of services and posts.

Mr. Md. Liakatullah Khan, now Nawab Liaquat Jung Bahadur, as Finance Secretary submitted a very exhaustive note to Government, on the proposals of Mr. Md. Mir Khan, in which he made a number of suggestions for retrenchment of posts, and reduction and uniformity in the scales of salaries.

THE PROBLEM.

The present inquiry has brought us face to face with some very important problems. In order that the scope and effects of our proposals may be properly realised, it must be borne in mind that mere revision of scales of salaries and allowances and abolition of certain posts will not materially reduce the public expenditure. In spite of the fact that the percentage of salaries to the total expenditure, during the period 1340-1351 F. reached the high figure of 41 P.C. the fact remains that the desired high standards of efficiency have never been achieved. The imperative necessity is therefore not only to stop the wastage but also to infuse efficiency in the services and the transactions of Government Departments which will ultimately result in considerable economy. The existing organisations of Secretariat Departments, and services have developed from the framework devised in the latter part of the 19th Century. The procedure of transaction of business also has remained essentially the same with slight additions or modifications here and there. There have, of course, been some developments in the Governmental mechanism, during the last twenty-five years, but these developments are mere devices for patchwork and are not sufficient to produce the speed or flexibility necessary to cope with the ever growing complications of the modern administrative problems. The importance of the mechanical side of Government has almost been overlooked. It must be realised that Government has to function through a number of Secretariats, Departments and administra-

tive units. These organisations become incapable of carrying out their functions unless an efficient system is devised which may enable them to exercise their functions at the right time and in right way without any wastage of public money. There are in the present situation certain deep seated causes which would seem to be fairly evident and as to which there can be very little real dispute. First is the impact that has been made upon the existing Secretarial and Departmental organisations of Government by the unco-ordinated and unplanned expansion of work. The tempo of development on the administrative and political sides accompanied, as it has been, and must be, by a growing demand for attention to every kind of complicated details, has placed an impossible strain upon the machinery of Governmental organisations, staffed as these have been by officers and clerks who are generally not used to meet the requirements of modern administration and have not been properly trained for this ever changing nature of work. Under such circumstances, it is but natural that there should be huge increase in the staff and expenditure over services without improving the motive power. The second reason is that by clinging to old and outworn forms and procedure of business, the Secretariats, Departments, and administrative units have hampered their own utility and effectiveness and tended to be dilatory. This brings in its turn a third factor, that is the ever slippery problem of devising an effective system of recruitment, training, promotions, classification and constitution of services, and the imperative necessity for setting up a strong machinery in order to insure that the Government receives good return, in the shape of really honest and efficient work, on the money spent on services. To sum up, the problem is essentially that of wiping out the waste, thoroughly improving the machinery and its personnel and utilising fully the mechanism.

We have stated the problem rather strongly and frankly, as we confidently believe that until and unless this is satisfactorily tackled, any step taken for economy and reduction in public expenditure is doomed to failure. If the existing conditions are allowed to pervade, the posts abolished, allowances retrenched, and item of expenditure cut down as the result of our recommendations will be resuscitated with greater force only after a little

span of time. We are therefore justified in emphasising the various aspects of the problem and touching them in the course of our recommendations, leaving the details for the Government to work out.

CHAPTER III.

REVISION OF SCALES OF SALARIES AND ALLOWANCES.

The question of revision of scales of salaries and allowances has of recent years taken an acute form. In Chapter II, we have explained that the ratio of expenditure over salaries steadily increased to 41 P.C. in 1351 F. There is no doubt that in the last three years, the revenues have shot up owing to the conditions of the war and the proportion of expenditure over salaries has necessarily gone down, but this phenomenal increase in the revenue cannot be regarded as permanent and stable rise in the revenues of the State. Apart from this fact, in the Post-War conditions, Government will have to finance nation-building projects and programmes for which money has to be found. Doubts as regards the advisability of revising the scales of salaries are therefore not well founded. Planning should be complete. If we are planning for development, we should also plan for the ways and means of the finance. There is yet another doubt which has been freely expressed in formal and informal discussions. It has been argued that the present economic conditions do not warrant any reduction in the emoluments of Government servants, when the cost of living has risen considerably. This argument has an inherent flaw as the existing situation is absolutely abnormal. With the war in its last stages, these abnormal conditions cannot continue for long. The cessation of hostilities will necessarily be followed by stupendous expansion of commercial, industrial, trade and business activities, and even the worst pessimist will have to concede that with the expansion in commercial and business spheres of life there will be gradual return to the normal conditions. So far as the existing war conditions are concerned, Government has already granted dearness allowances.

RATES OF SALARY.

In our Interim Report on Pay and Allowances, we

submitted detailed proposals for the salaries of various services and posts. These proposals were formulated after duly taking into consideration the careers which are ordinarily open to well-educated individuals, remunerations of which can safely be taken as standards on which salaries of services must be fixed. In Hyderabad the economic or competitive elements are not at all salient. Here, with the two exceptions of law and medicine, there is no calling the average earnings of which may be taken as an indication of the rate of salary which the Government ought to pay in order to obtain service of the required type. Instead of being one of a number of rival competitors the Government of Hyderabad is practically in the position of a monopolist employer, and by reason of this factor is free to fix its own rate. In recommending the revised scales of salaries we have, however, very carefully considered the responsibilities attaching to the appointments and posts concerned, and the necessity of placing officers above the reach of temptation, and enabling them to maintain the position in society which the Government may wish them to occupy in each case. The result has been that whilst we have not hesitated to propose special rates and keep intact existing scales of salaries where such were needed, we have aimed at a general reduction in the scales of pay of all classes of gazetted services.

INCREMENTS IN THE SCALES OF PAY.

Excepting in the case of special appointments, we have recommended incremental scales. Incremental scales exist now also, and it is the usual practice to give increments as a matter of right. As a matter of fact there are very rare instances in which increments have been stopped for obvious inefficient work. This practice is neither conducive to efficiency nor to economy. Under the existing circumstances, an inefficient, incapable or utterly lazy officer continues to draw his annual increments just as an efficient, capable and hard working officer does. We would strongly urge Government to lay down a fundamental principle that increments shall only be allowed when the work of the officer concerned is characterised by industry, capability, and honesty. This principle should be enforced without any regard or distinction, and full power should rest with Government or

Heads of Departments to stop the increments of the officers who are below the required standard. We would also recommend that in every scale there should generally be two efficiency Bars, the first efficiency Bar should be after completing 6 years of service, and the second efficiency Bar after 10 years of service. The criterion for crossing the first efficiency Bar should be that the officer is fit to perform the duties of the post which he holds or service to which he belongs expected from an average type of officer. The criterion for crossing the second efficiency Bar should be more stringent. The declaration in the case of this Bar should be that the officer is distinctly above the average, and fit to hold a higher appointment.

CHARACTER ROLLS OF GOVERNMENT SERVANTS.

Decisions in the cases of efficiency Bars should invariably be based on the annual Reports recorded in the character Rolls of Officers. We understand that as a rule no such systematic character Rolls are kept in the Departments. In the best interests of Government and the services, it is now high time that confidential character Rolls of all classes of Government Servants should be maintained in which annual reports about the work, capacity, and honesty of the officers concerned should be recorded. Care should be taken that the Reports are based on facts. These Reports should be secret, but in the case of adverse remarks the particular portion should be communicated by the higher authority to the officer concerned, so that the officer may have an opportunity to reform or to represent the facts if the Reports are not correct.

ALLOWANCES.

During the course of our inquiry, a number of cases have come to our notice in which allowances in addition to salary, either as compensation for special work, or as payment for special expenses have been granted. These allowances are known as Special Pay, Duty allowance, Local allowance, Conveyance allowance, etc. It is impossible for us to examine minutely the reasons which have been held to justify the grant of these allowances which are 670 in number, to the particular officers. At the instance of the Hon'ble the Finance Member, Nawab

Moin Nawaz Jung Bahadur was entrusted with the work of reviewing the various kinds of allowances as well as of drafting rules to regulate the grant of such allowances in future. With the courtesy of the Hon'ble the Finance Member, the suggestions made by Nawab Moin Nawaz Jung Bahadur were shown to us. We have examined these suggestions and the draft allowances manual and generally endorse these, subject to the recommendations which we have made in the Interim Report dealing with Pay and Allowances and in the Reports dealing with the different heads of expenditure.

GRANT OF CARS AND RENT-FREE QUARTERS.

While dealing with the question of allowances, we would strongly recommend that in no case Government cars, or motor car allowances should be allowed to any Government officer—high or low. Similarly the practice of giving rent-free quarters or in lieu House Rent allowance to high officers should be discontinued. In cases in which Government has already contracted or enters into a contract to give rent-free quarters, the rental value of the Residences given to these officers should in no case exceed 10 per cent. of the pay of the officers concerned. If any particular officer requires additions or alterations in the residence which he occupies, these should not be sanctioned unless the officer agrees to pay rent for these, on the capital spent on the work.

We would also recommend that no officer should be allowed free Household furniture, excepting the furniture required for office work.

TRAVELLING ALLOWANCES.

Travelling allowances are designed to cover the actual travelling expenses incurred by officers in the course of journeys taken in the interest of the public service, whether in the course of every day work or on transfer from one station to another. It is therefore of imperative necessity that the controlling officers should satisfy themselves as to the real necessity of every particular journey, and whether it was performed in the public interests. In case of Inspecting officers, directions should be issued making on them incumbent to make long sustained tours. The general tendency is to return to

Headquarters at short intervals, and then again to undertake journeys in the same direction. While we have nothing to say against the existing travelling allowances rules, we will make one basic recommendation. According to the existing rules, different rates are payable to the officers belonging to the different classes, and classes are determined by the scales of salaries. We understand that in the British Indian Provinces, excepting the members of the All-India Services who are invariably classed as first class officers, classification of all Government servants for purposes of T.A. is determined by the salary which they actually draw at the time of tour, irrespective of the grade to which they belong. Similarly in most of the British Indian Provinces no officer is classed as a First Class officer, excepting members of the All-India Services, unless he actually draws a pay of Rs. 700 per mensem or more. For purposes of Second Class, an officer must draw actual pay of Rs. 200 per mensem or more. We suggest that grouping of officers, for purposes of T. A. should invariably be determined by the criterion of actual pay. We would accordingly lay down the following classification:

First Class.—Only those officers will be designated as First Class officers who actually draw Rs. 700 per mensem or more as pay irrespective of the grade. In determining pay, allowances will not be taken into consideration.

Second Class.—Only those officers will be designated as Second Class officers who actually draw Rs. 200 or more as pay, irrespective of the grade. In determining pay, allowances will not be taken into consideration.

In no case any exception should be made in the classification. We have considered the case of Personal Assistants to the Hon'ble Members of the Executive Council. We do not see any justification that they should be classed as first class officers. They should take their place according to the actual pay which they may draw. There is yet another important question to which we would like to draw the attention of Government. We understand that there is no limit on the number of clerks and peons which an officer can take with him on tours. As a rule, officers should not be allowed to take with them

an excessive number of clerks and peons. In the absence of any rule, the usual tendency is to abuse the privilege and concession. We would suggest that First Class officers should be allowed to take not more than one clerk and two peons and Second Class officers one peon.

There is yet another way in which economy can be effected in the grant of Travelling Allowances. We understand that in the absence of provision for Intermediate Class in N. S. R., even non-gazetted officers drawing a salary of Rs. 100 and more are classed as second class officers for purposes of T. A. Regulations and are entitled to travel second class. This is not permissible in British Indian Provinces, like C. P., Bengal, Bihar, U. P., and the Punjab where officers drawing less than Rs. 200 and above Rs. 100 are entitled to travel in Intermediate class only on the Railways, which are generally provided on the important Indian Railway systems. As a matter of fact Inter Class accommodation is provided on Grand Trunk Express, Madras Express, Madras Mail running through the Dominions, but it is surprising that our Railway has not yet seen its way to introduce this class in its trains.

Since the N. S. R. is owned by Government now, Intermediate class accommodation can very easily be provided on our Railway too, which will result in considerable reduction in T. A. charges, and prove a boon to the middle class passengers, who will take full advantage of this concession. In case this proposal is accepted, the extra cost of Second class fares incurred on subordinate officers referred to above, for want of Inter class accommodation will be saved and will ultimately result in considerable economy in expenditure.

We would strongly urge Government to examine this aspect of the matter in the light of our suggestions and to take adequate measures in this behalf.

CHAPTER IV.

REVISION OF LEAVE AND PENSION RULES.

LEAVE RULES.

We examined the Revised Leave Rules, framed by the Finance Department, and found it satisfactory. The only point which we will like to urge is that leave should be granted at the discretion of the Government, subject to the paramount claim of the public service and that extensions of leave should ordinarily be discouraged.

PENSION RULES.

There is no doubt that in the past considerable laxity has been observed in the application of pension rules. While agreeing with the Revised Pension Rules, as framed by the Finance Department, we would strongly recommend that in cases of dishonesty and inefficiency reductions should be made in the amount of pensions, as a rule, and no pension should be allowed at all in very bad cases. It should be impressed on all Government Servants that Pension is a reward for good, hard and honest service, and that incapable or dishonest public servants cannot be treated on par with those who give their best to the State. There should also be sufficient flexibility in the Rules for compulsorily retiring those who are incapable, inefficient or not fit to perform the duties required of the particular post which they hold or class of service to which they belong.

AGE OF SUPERANNUATION.

In spite of the fact that the Rules provide for the compulsory retirement of officers who have attained the age of 55, we very much regret to place on record that constant attempts are still made to observe this rule in breach. Instances are not wanting in which cases have been made out for extensions on the ground that the State would be deprived of the valuable experience of efficient officers, and that it would be difficult to replace them. We would very strongly urge that Government in all cases

of this nature should consistently refuse to sanction proposals of extensions. There should be no exception in any case, because even one exception will open door and provide precedent for other exceptions. Similarly no retired official should be re-employed in service, even in semi-Government posts and offices and in advisory capacity. Unless strong and determined measures are taken the tendency for securing extensions or re-employment or patronage cannot be weeded out. If any Government Servant is really desirous of rendering service to Government after his superannuation he can do so in an honorary capacity, but this should not be a stepping stone for re-entering Government employment.

CHAPTER V.

ORGANISATION OF SERVICES.

In our Interim Report we referred to the necessity of constituting separate services. In the Budget Note of 1354 F., the Hon'ble the Finance Member also discussed the desirability of formation of an "Economic Service," and with the courtesy of the Home Secretary we had an opportunity to examine the proposals for the formation of the Hyderabad Judicial Service and the Hyderabad Education Service. Since the question of constitution of services is essentially linked with the question of expenditure, we would like to indicate broad principles on which the formation of the services should be based. The services should be classified into two groups, *viz.*, Administrative and Technical. We have already recommended the classification of Departments under the two categories, in the Interim Report, and will now indicate the classification of services on the basis of classification of Departments. In the first we will place the following:—

Administrative Services.

1. The Hyderabad Executive Service. . . This service should be created by pooling the cadres of the Revenue Department, Land Records and Settlement Department, Co-operative and Excise Department. The service should be divided into three classes, class I, II and III.
2. The Hyderabad Judicial Service. This service should also include the posts in the Judicial Department, Legal Advisers office, Legislative Department and Judicial Committee. The service will be divided into three classes. Judicial Secretariat has already submitted

proposals for the constitution of a Judicial Service to Government.

3. The Hyderabad
Finance and
Commerce
Service ..

This service should be created by pooling the cadres of the Finance Department, including Excess Profits Tax, Compulsory Savings Department, (including Income Tax Department when created), and all the posts of Commerce and Industries and Customs Departments with the exception of Audit and Accounts Departments and the Technical posts of Commerce and Industries Department. This service should also be divided into three classes.

4. The Hyderabad
Police and Jails
Service ..

While constituting this service, cadres of the City Police, District Police and Jails should be pooled. It will not be possible to constitute a separate Jails service as the cadre is very small, and it will be proper to pool it with the Police service. This service also will be divided into three classes.

5. The Hyderabad
General Ser-
vices

There will not be a common cadre of these services, but the Departments under this category will have common classification for purposes of grouping of posts in different classes and scales of pay. The departments coming in this category are as follows:—

1. Information Bureau.
2. Broadcasting Department (excluding the Engineering Section).

3. Printing and Stationery.
4. Ecclesiastical.
5. Daftar-e-Diwani, and
6. Amara and other miscellaneous Departments.

It will be desirable to have uniform scales of pay in Class I, II and III of the three key services, *viz.*, the Hyderabad Executive Service, the Hyderabad Judicial service, and the Hyderabad Finance and Commerce services; disparity in scales of pay of these services will lead to complications. Apart from this fact uniformity will facilitate interchange of officers for employment as Secretariat Officers and Heads of Departments, in cases of necessity. Since the Police Department is not within our purview we are unable to make any recommendation as regards the scale of pay of this service. The scales of pay of the Hyderabad General Service should as far as possible be on the same lines as that of the above-mentioned services. As a rule the cadres of the above proposed services, will not include posts declared to be special extra cadre posts, such as posts of Subedars, Nazim Atiyat, Secretaries, Additional Secretaries and Joint Secretaries and First Class Heads of Departments and Divisional and Sessions Judges of selection grade, etc. Keeping in view the recommendations made in our Interim Report on Pay and Allowances, we recommend the following scales of pay for different classes:—

1. *Class III*:—Rs. 200-25/3-250 First Efficiency Bar
-300 2nd Efficiency Bar-25/3-400 (total
period to complete the scale 24 years).
2. *Class II*:—Rs. 300-50/2-450 First Efficiency Bar
-550 2nd Efficiency Bar-50/2-600 (total
period to complete the scale 12 years).
3. *Class I*:—Rs. 850-30/1-1,000 First Efficiency Bar
-50/1-1,150 2nd Efficiency Bar-50/1-
1,250 (total period to complete the scale
10 years).

In Chapter III we have laid down the criterion for crossing the efficiency Bars. If the criteria are applied strictly, there will be considerable savings in the expenditure over salaries. In British India, the calculation

of costs of scales with two efficiency Bars is made on the basis that 1/5th members of the cadre will not be allowed to cross the first efficiency Bar, and 1/6th of the remaining members of the cadre will not cross the second efficiency Bar, (*vide* Rule 9 (31) page 136 of the Fundamental Rules, Vol. I). We consider this to be a fair basis of calculation, and it should be followed here also. In our opinion the necessary reduction in expenditure over salaries can be successfully achieved by strict application of efficiency Bars. In view of this fact, we have slightly deviated from the recommendations made in the Interim Report, as regards the salaries of the posts which will be included in Class I and Class II of the proposed services. For instance we proposed the scale of Rs. 300-50/2-500 for Second Taluqdars, Excise Superintendents, Customs Superintendents, Assistant Directors, Land Records and First Class Munsiffs without any efficiency Bars. In the present proposals we have proposed the scale of Rs. 300-50/2-450 (First Efficiency Bar)-50/2-550 (Second Efficiency Bar)-Rs. 50/2-600, with two efficiency Bars.

As pointed out above there is bound to be a number of droppings at the efficiency Bars, and in actual working the results will be better from the point of view of retrenchment. The other very important factor which determined our decision was that the pay of the Junior scale of H.C.S. officers was fixed at Rs. 300-50/2-600. H.C.S. officers in the Junior scale will be holding the same posts, to be included in Class II of the key services, which the non-H.C.S. officers will hold, but according to the recommendations made in the Interim Report their scale of pay will be Rs. 300-50/2-500. It is our considered opinion that disparity of pay, in cases in which the incumbents of post have to perform the same duties and shoulder the same responsibilities, will seriously undermine the morale of the services and breed discontent which is extremely undesirable in the best interests of efficiency and good work. There should absolutely be no feeling of discrimination.

The position will be just the reverse when a H.C.S. officer will hold posts to be included in Class I, as the senior scale of H.C.S. has been fixed at Rs. 650-50/2-1,000. Since the posts of second class Heads of Depart-

ments and Talukdars, etc., will be in the scale of Rs. 800-50/2-1,150, it was proposed to make up this loss by allowing a special pay of Rs. 150 over the pay of the senior scale of H.C.S. This is rather anomalous and complicated. We have therefore carefully reconsidered the whole position, and are strongly of the opinion that the scales as proposed by us for Class I and II will remove all disparities and discriminations.

For Class I, we have proposed the scale of Rs. 850-30/1-1,000 (First Efficiency Bar)-50/1-1,150 (Second Efficiency Bar)-50/1-1,250, in preference to the scale of Rs. 800-50/2-1,150 as recommended in the Interim Report for Second Class Heads of Departments and Taluqdars, etc. Our chief considerations for this change have been two important factors. Firstly the stoppage at the efficiency Bars will virtually effect the same reduction in expenditure which we desire, and secondly the officers who will be considered eligible to cross the second efficiency Bar at the stage of Rs. 1,150 will have completed 20 years of service and fairly senior for promotion to extra cadre appointments. As a matter of fact in actual working there will be very very rare cases in which an officer will reach the saturation point of Rs. 1,250, unless there is block in promotion to the extra cadre posts. Apart from this fact assuming that an officer is meritorious throughout and there is block in promotion to the extra cadre posts it will take him 22 years to reach the stage of Rs. 1,250, (*viz.*, 12 years in Class II, and 10 years in Class I, as no direct recruitment will be made in Class I and all direct recruitment will be limited to Class II, probably with the exception of the Judicial Service).

PAY OF H.C.S. OFFICERS.

In view of what we have said above the problem of fixation of scale of pay of H.C.S. officers will now be very much simplified. The revised scale may be as follows:—

<i>Junior scale.</i>	<i>Senior scale.</i>
Rs. 300-50/2-450 (First Efficiency Bar)-50/2-550 (Second Efficiency Bar)-50/2-600.	Rs. 850-30/1-1,000 (First Efficiency Bar)-50/1-1,150 (Second Efficiency Bar)-50/1-1,250.

TECHNICAL SERVICES.

On the Technical side, the following services may be constituted.

1. The Hyderabad Accounts and Audit Service. (This service will also include posts in Railway Accounts Department).
2. The Hyderabad Engineering Service (Including Electrical Engineers, Factories Inspection, Boilers Inspection and Electrical Inspection).
3. The Hyderabad Medical and Public Health Service
4. The Hyderabad Agriculture Service.
5. The Hyderabad Veterinary Service.
6. The Hyderabad Forest Service.
7. The Hyderabad Education Service.
8. The Hyderabad General Technical Service .. (Comprising Broadcasting, Engineering, Mint, Fisheries and Archæology).

It is not possible for us to work out details of the pay of the different classes of the above-mentioned Technical services. The only principle which we will like to lay down is that the scales of Class I, II and III of the different services should be within the limits proposed by us in the Interim Report for the posts which will be included in the different classes. In the case of the Hyderabad Audit and Accounts service however the scales of pay of Class I, II and III should be the same as proposed by us for the three Administrative key services. The reason for this suggestion is that the officers of the Audit and Accounts Service will occasionally be required for posts included in the Hyderabad Finance and Commerce service and the Hyderabad Executive service cadres.

As regards the Hyderabad Education service, the classification should include all the posts in the Education Department, Osmania University, Nizam College, Jagirdars' College and Mahboobia Girls School, as it is extremely desirable to have uniform scales of pay for all Educational Institutions and posts.

RECRUITMENT.

Simultaneously with the constitution of the services, it will be necessary to frame rules of Recruitment, prescribing academic and Technical qualification and method of Recruitment. As a rule there should be no direct recruitment in Class I. So far as direct Recruitment in Class II of the two key administrative services, *viz.*, the Hyderabad Executive service and the Hyderabad Finance and Commerce Service, is concerned this will have to be reserved for the Hyderabad Civil Service. Of course provision may be made in the Rules for directly recruiting a certain percentage of recruits other than H.C.S. For instance in Class II of the Hyderabad Finance and Commerce service, it may be deemed necessary to have specially qualified persons. A certain number of posts should be reserved for H.C.S. officers in Class I and II of the Hyderabad Audit and Accounts Service and the Hyderabad Judicial Service. Provision should also be made in the Rules for the proportion of direct Recruitment in Class II, and promotion from Class III to Class II. In the case of the Hyderabad Judicial service, special provision will be required for direct recruitment in Class I, since it will be desirable to recruit directly a specified proportion from the Bar.

PROBATION.

So far there is no uniform practice as regards the probationary period which an officer has to put in before he is confirmed in a post. We recommend that the period of probation should be two years in the case of direct Recruits as well as promoted officers. When an officer is promoted to a higher class, he should not be confirmed, unless he has completed two years service in that class.

TRAINING.

Generally speaking, with the exception of the Revenue Department and the Finance and Audit Depart-

ment, due attention is not being paid to the important question of the training of young officers for their duties. We would stress that young officers should not be employed at once on routine duties. A period should be allowed to lapse in each case during which recruits should receive definite training and pending this they should ordinarily not be regarded as available for employment. This is, of course, a general recommendation and will not apply in the case of such technical service, as the Engineering service and Education Service, etc.

CHAPTER VI.

DECENTRALIZATION.

The fact that there is an ever increasing tendency of centralization of powers, and control cannot be disputed. The worst feature of this tendency is that in spite of general consciousness that it has affected efficiency adversely, and directly resulted in increase in staff, required to cope with the voluminous correspondence dealing with references and notes for orders, the general disinclination to part with power is still prominently visible. Not only orders in important matters of policy and administration have to be obtained, but also matters of Routine, and minutest details are required to be referred for directions and instructions. The obvious result of this system has been to deprive Heads of Departments and officers of all sense of initiative and we understand that the existing conditions are responsible for the employment of high paid officers in Hyderabad on those duties and works which are usually disposed of by Superintendents, upper Division clerks and subordinate officials in the Government of India and British Indian Provinces. This is a huge waste of public money and steps should be taken by Government forthwith to remedy the situation. Since certain posts and items of expenditure were excluded from our terms of reference, it is not possible for us to make detailed recommendations in this respect, but we understand that a Committee has been appointed by Government which is examining the whole question. We would only urge that the reform should be thorough and complete, as half measures and disjointed delegation of powers will never improve matters.

CHAPTER VII.

REORGANISATION OF SECRETARIATS.

In chapter II we referred to the existing organisation of Secretariats which has developed from the framework devised in the latter part of the 19th Century. Reorganisation of Secretariats on more rational and scientific lines—Reorganisation which should improve administrative machinery and attain high standard of efficiency and which may ultimately result in economy in expenditure is therefore an urgent necessity.

Keeping these in view, we have examined the question in detail. Before we proceed to discuss the general outlines of Reorganisation, it is necessary to lay down the following general principles.

We are emphatically of the opinion that on principle no Head of Department should be allowed to act as Secretary to that department. Such an arrangement, apart from the fact that it will handicap the Heads of departments in the discharge of their executive duties, due to paucity of time, will lead to many other complications as well. Further, the members of the Council will be deprived of the opportunities of laying down fixed policies, independently of the departmental angle of vision or exercising due vigilance over the working of the departments through the agency of a separate Secretary. In other words the functions of Secretaries and Directors are quite distinct and apart in nature and this principle is applicable to all the departments, whether technical or non-technical.

We are of the view that if a redistribution of portfolios and departments among the members of the Council and the Secretaries is effected, on the lines that as far as possible no Secretary may have to serve under more than one member of the Council, it will facilitate the working of the departments. Under this arrangement there is a possibility of more than one Secretary working under a member of the Council.

The principle to be kept in view in the distribution of departments among Secretaries, should be, that as far as possible, all departments of one and the same nature should be placed under the control of one Secretary, which will, in our opinion lead to uniformity and co-operation in the policies of the various departments of a similar character.

In view of the principles enunciated above, the proposals which we will discuss will, in our opinion meet the requirements.

It must be admitted that in spite of the creation of a number of new Secretariats, addition of Secretaries, Additional Secretaries, Joint Secretaries, Deputy and Under-Secretaries, during recent years, the fact remains that there has been no ostensible improvement in the quality and quantity of disposals in Government work. This is mainly due to five factors—*viz.*, (1) Absence of correct and up-to-date efficient method of work such as office manuals and departmental codes, (2) Lack of co-operation and co-ordination, (3) Wrong grouping of Departments and subjects, (4) Selection of unqualified and inexperienced personnel for Secretariat work, and (5) absence of Central Secretariat buildings. The existing staff of Secretaries is as follows:—

1. Secretary, Finance Department.
2. Additional Secretary, Finance Department.
3. Secretary, Judicial, Police, Education and General Departments.
4. Secretary, Revenue Department.
5. Additional Secretary, Revenue Department.
6. Secretary, Commerce and Industries Department.
7. Secretary, Military Department.
8. Joint Secretary, in Independent charge of Medical and Public Health Department.
9. Secretary, Public Works Department and Chief Engineer.
10. Secretary, Political Department.
11. Secretary, Constitutional Affairs Department.

12. Secretary, Legislative Departments and Legal Adviser.
13. Secretary, Reforms Department (Temporary).
14. Director-General and Secretary, Supplies Department (Temporary).
15. Secretary, Post-War Planning (Temporary).

The question whether it is necessary to have a Chief Secretary who should exercise the functions of co-ordination was very carefully examined by us. There is considerable divergence of opinion amongst us on this subject. The majority is of the opinion that since conditions in Hyderabad differ materially from the British Indian Provinces in view of our present constitutional procedure, the creation of the post of Chief Secretary will not be advisable, while the minority holds that the necessity for co-ordination is greater in Hyderabad than in the British Indian Provinces and in the best interests of administration it was essential to have a Chief Secretary. The minority view further maintained that the creation of the post of Chief Secretary would tend to remove some of the anomalies and irregularities that have crept in the administration and harmonise, co-ordinate and control the working of the different Secretariats and foster a spirit of co-operation and joint responsibility in them. We gave most anxious consideration to this question and examined it in all its bearings with a view to arrive at a unanimous decision in the matter, but since opinion remained divided as indicated above even after a free and frank exchange of views, we have no option but to leave the matter for the decision of the Government. We have therefore placed both the viewpoints (majority and minority) which were urged during the course of our discussion for the consideration of Government.

The subjects that should be placed under the Financial Secretariat were examined in detail by us. We are of opinion that Executive departments like Customs and Excise duties other than Akbari should not be placed directly under the Finance Secretariat. There should be a Board of Revenue for the administration of these subjects, on the lines of British India. We are emphatically of the view that in case it was decided by Government to establish such a Board, Executive Departments, such as

Customs, Excise duties other than Abkari and Direct Taxes should be administered by this Board and that the Member of the Board in charge of these departments should be *ex-officio* Additional Secretary, Finance Department. We would also like to record that in conformity with the principles enunciated by us, no Heads of Departments should be made *ex-officio* Members of the Board. We are further of the view that there is no necessity of having two Boards, one for Direct Taxes and the other for Land Revenue. The establishment of one composite Board dealing both with Direct Taxes and Land Revenue will be sufficient for the purpose and prove more effective. After this Board is established, all Judicial and semi-judicial matters, hitherto dealt with by the Revenue Secretariat should be transferred to this Board. The case work done by the Nazim Atiyat will also have to be transferred to this Board, which will result in considerable economy due to the consequent reduction of the post of Nazim Atiyat and his staff.

In case Government decided to accept the majority view, the allocation of subjects among the Secretaries will be as follows:—

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Secretary to Government in the Finance Department: | <ol style="list-style-type: none"> 1. Finance and Accounts. 2. Currency, Coinage and Legal Tender. 3. Public Debt. 4. Preparation and interpretation of Rules regulating the conditions of service, pay, allowances, and pensions of Government servants of all departments. 5. Audit including audit by Government Agency of income and expenditure of local Bodies. 6. Treasuries and Banking. 7. Mint. 8. State Life Insurance. |
|---|--|

2. Secretary to Government in the Judicial and Home Department:
 1. Judicial.
 2. Police.
 3. Passports a n d Arms a n d Ammunition Licenses.
 4. Jails.
 5. Ecclesiastical.
 6. Fire Services.
 7. Legislative.
 8. Codification of Statutes, Rules & Regulations.
3. Secretary to Government in the Revenue Department:
 1. Revenue.
 2. Atiyat.
 3. Court of Wards.
 4. Settlement & Surveys.
 5. Record of Rights.
- * Member, Board of Revenue and *ex-officio* Additional Secretary, Revenue Department. {
 - * 6. Excise.
 7. Miscellaneous Revenue including Registration & Stamps.
- † Member Board of Revenue & *ex-officio* Additional Secretary, Finance Department. {
 - † 8. Direct Taxes.
 9. Excise Duties other than Abkari.
 10. Customs.
4. Secretary to Government in Political a n d Constitutional Affairs:
 1. Defence.
 2. Army, including Irregulars.
 3. Political.
 4. Constitutional Affairs.
 5. Amara & State Entertainments.
 6. Toshakhana Amara.
5. Secretary to Government in the Commerce and Industries a n d Development Department:
 1. Commerce.
 2. Industries.
 3. Mines a n d Geological Survey.
 4. Forest.
 5. Agriculture.
 6. Rural Reconstruction.
 7. Co-operative.
 8. Veterinary.
 9. Electricity.

6. Secretary to Government in the Public Works and Communications Department:
 1. Railways.
 2. Roads & Buildings.
 3. Irrigation.
 4. Telephones.
 5. Post Offices.
 6. Civil Aviation.
 7. Wireless Communications.
 8. Observatory.
 9. Meteorology.
7. Secretary to Government in the Local Administration and Public Health Department:
 1. Local Funds.
 2. District Boards.
 3. Municipalities including Hyderabad Municipal Corporation.
 4. Improvement Boards.
 5. Notified Area Committees & Cantonment Committee.
 6. Panchayats.
 7. Medical and Public Health.
8. Secretary to Government in the Education and General Department:
 1. Education including University.
 2. Archæological; Museum and Libraries.
 3. Control of the Press.
 4. Broadcasting.
 5. Publicity.
 6. Central Stores.
 7. Government Press.
 8. Stationery.
 9. Daftar-e-Diwani.
9. Special Temporary Secretariats, if any.

Should, however Government prefer the minority view, the regrouping of the subjects will be on the following lines:—

1. *Chief Secretary to Government.*
 1. Secretary, Executive Council.

2. Army and Defence.
3. Appointments to all gazetted services including the Hyderabad Civil Services, the Chief Secretary being the Secretary of the H.C.S. Board as well.
4. Political, including Amara and Toshakhana and Regulation of Ceremonial, Titles, Order of Precedence and Civil Uniforms, etc.
5. Constitutional Affairs.
Nominations to Statutory Committees.
6. Interpretation of all Rules affecting the Public services other than those rules which regulate pay, leave, allowances and pensions and other Financial matters and Government Servants' Conduct Rules. The Rules of Business and Secretariat Instructions. Recognition of Associations. Recognition of Societies for missionary work and issue of Certificates.
7. Holidays. Departmental Examinations.
8. Reforms other than those dealt by the Special Secretariat created for the purpose of introducing Constitutional Reforms.

Secretary to Government in the Finance Department.

1. Finance and Accounts.
2. Currency, Coinage and Legal Tender.
3. Public Debt.
4. Preparation and interpretation of Rules regulating the conditions of service, pay, allowances, and pensions of Government Servants of all departments.
5. Audit including audit by Government Agency of income and expenditure of local Bodies.
6. Treasuries and Banking.
7. Mint.
8. State Life Insurance.

2. (A) *Member, Board of Revenue and ex-officio Additional Secretary, Finance Department.*

1. Customs.
2. Direct Taxes.
3. Excise Duties other than Abkari.

3. *Secretary to Government in the Home Department.*

1. Judicial and Judicial Committee.
2. Police.
3. Passports and Arms and Ammunition Licenses.
4. Jails.
5. Ecclesiastical.
6. Fire Services.

4. *Secretary to Government in the Revenue Department.*

1. Revenue.
2. Atiyat and Atiyat Committee.
3. Court of Wards.
4. Settlement and Survey.
5. Record of Rights.
6. Excise.
7. Miscellaneous Revenue including Registration and Stamps.

5. *Secretary to Government in Commerce and Industries and Development Department.*

1. Commerce.
2. Industries.
3. Labour.
4. Mines and Geological Survey.
5. Forests.
6. Agriculture.
7. Rural Reconstruction.
8. Co-operative.
9. Veterinary.
10. Electricity.
11. Statistics including Census.

5. *Secretary to Government in the Public Works and Communication Department.*

1. Railways.
2. Roads and Buildings.
3. Irrigation.
4. Telephones.
5. Post Offices.
6. Civil Aviation.
7. Wireless Communications.
8. Observatory.
9. Meteorology.

7. *Secretary to Government in the Local Administration and Public Health Department.*

1. Local Funds.
2. District Boards.
3. Municipalities including Hyderabad Municipal Corporation.
4. Improvement Boards.
5. Notified Area Committees and Cantonment Committees.
6. Panchayats.
7. Medical and Public Health.

8. *Secretary to Government in the Education and General Departments.*

1. Education including University.
2. Archæology, Museum and Libraries.
3. Control of the Press.
4. Broadcasting.
5. Publicity.
6. Central Stores.
7. Government Press.
8. Stationery.
9. Daftar-e-Diwani.

9. *Secretary to Government in the Legislative Department.*

1. Legislative.
2. Codification of Statutes, Rules and Regulations.
3. *Ex-officio* Secretary, Legislative Assembly.

As regards method of work to be introduced in the Secretariat, we have dealt with it in Chapter VIII. We would however like to make a few suggestions regarding appointments in the Secretariat staff. We find that direct appointments to the posts of Assistant Secretaries are made in our Secretariats. It often happens that raw youngmen, fresh from college, without any wide outlook or administrative experience to their credit are appointed direct to the responsible posts of Assistant Secretaries, Under-Secretaries and Deputy Secretaries, with the result that in majority of cases they prove themselves unequal to the task. As a rule no officer should be posted to the Secretariats unless he has previous experience of Administrative work for some years.

As regards the training of the Secretariat staff, we have made recommendations in chapter VIII.

We wanted to examine the question of necessary staff in the different Secretariats but we found it impossible to make recommendations at this stage. Unless necessary reforms in the method and procedure of work is effected, no determination of the actual staff required for Secretariats can be made. We will however recommend to Government that after these reforms have been introduced, an expert Committee should be appointed to examine this question.

CHAPTER VIII.

REFORMS IN THE METHOD OF WORK IN THE GOVERNMENT OFFICES.

It will have to be admitted that there is much room for improvement and reforms in the system of working at present obtaining in the Secretariats, Departments and other public offices. The procedure that is followed at present is dilatory and confusing in the extreme and is not at all helpful in the quick disposal of work. All this is due to the fact that there are no manuals, rules and regulations in the codified form. Secretariat Instructions and Rules of Business are also not available to the officers and the office staff. The replies to the questionnaire received from the various departments are all agreed that this unsatisfactory state of affairs is due to want of proper manuals and codes.

The actual procedure in force, is ante-diluvian. It is common knowledge that for ordinary references, one has to search and ransack government circulars, notifications and communications spread over a number of years and lying scattered in heaps. This results in unnecessary waste of time and causes confusion.

It is evident that no appreciable result can be achieved, so long as the present system continues.

The present system which is out of date and complicated has to be simplified and adjusted properly, with a view to ensure the smooth and efficient running of the administrative machinery.

It will be seen that the work in Secretariats and offices of Heads of Departments consists mainly of references from subordinate officers and offices. With a view to remedy the defects in the present system and to ensure speedy disposal of work it is absolutely necessary to introduce the use of codified manuals, rules and regulations, and Secretariat Instructions for the guidance of offices. With the introduction of this system, there will

be no necessity for keeping such a big staff, as is employed at present. Due to the systematic procedure of work and the use of manuals, the staff in the British Indian Provincial Secretariats and offices of Heads of Departments is generally very small, but at the same time very efficient.

The proposals made by the Retrenchment Committee regarding economy and savings in expenditure will hardly prove effective, unless the work of compilation and codification of circulars and rules are taken in hand immediately.

It appears that no serious attempt at codification of the various rules and regulations has been made, so far, with the result that the outturn of work has been very poor and unsatisfactory.

Sometime back an attempt at the codification and compilation of circulars and orders was made in the Revenue Department, but it is regrettable that no appreciable result has been achieved, so far, although the matter has been kept hanging for the last 10 years.

In view of the conditions prevailing at present, it is of the utmost importance that the compilation of manuals and the framing of rules and regulations and Secretariat Instructions should be taken in hand without delay. It will also be necessary to impose a time limit, say of one year, for the compilation and submission of these manuals and rules, to enable the immediate enforcement of those rules.

An Authority should also be set up to check and report to Government the progress of work regarding the compilation of these manuals.

TRAINING OF CLERICAL ESTABLISHMENT.

The question of training of the clerical Establishment is essentially linked with the question of Reforms in the method of transaction of Business in the Government offices. If the new recruits can be trained in the modern methods of Secretariat and office work, much of the inefficiency of the Departments and excessive staff will disappear. Very good material is now available in the Dominions, which if trained and handled properly can improve the tone of services and work. It is rather

surprising that while commercial offices, banking firms and even small business concerns usually employ only those candidates for their clerical establishments, who have been trained in the commercial methods of work, our Government Departments have never cared to consider the problem seriously, that their office work also requires specialised training. There cannot be two opinions as regards the fact that however intelligent, highly educated and hardworking a newly recruited clerk might be, he is of no real use to the office, for one or two years, and that also when he has been trained under some efficient and able officer for some good time. For some time past attempts have been made to introduce Departmental Examinations like the Accounts Examination, Co-operative Workers Examination, Revenue, Customs and Excise Ministerial Officers Examination, but these tests are merely theoretical in nature and without the initial training in treatment of files, preparation of office notes, exposition of facts and rules, referencing previous and connected papers, drafting letters and orders and classification and recording of cases, utility of these Departmental Examinations becomes extremely questionable. The real and immediate necessity is, therefore, to organize a comprehensive system of training which will cater for the fundamental requirements of the office work and also for the specialised nature of work of the various Departments. This can be achieved by prescribing certain compulsory subjects, and in addition to these compulsory subjects providing a wide choice of optional subjects, according to the necessities and requirements of the different Departments, to be taken in groups by the students. Practical training in the subjects of studies should be the special feature of the training scheme.

The most important question for determination is the form which the proposed training should take. Whether this training should precede the appointment, or be in the nature of post-appointment training? We have given considerable thought to this very important question and are definitely and strongly of opinion that post-appointment training of new recruits is impracticable and impossible on various grounds. Any course of training, designed to produce efficient and competent members of the clerical services, must necessarily be of one to two

years duration. Post-appointment training will therefore mean that acting substitutes in place of the clerks, deputed for training, will have to be appointed. This will entail unnecessary and unjustifiable additional expenditure on clerical establishments of the various Departments. Apart from this financial consideration, the work in offices will be disturbed considerably by employing new hands, then deputing them for training, and lastly engaging other raw hands temporarily, without any chance of permanent employment in future, thus putting the whole office organisation in perpetual commotion. We are therefore finally of opinion that the training should be pre-appointment training. Such a course will be simpler and without any complications.

There should be two courses of training (1) the Senior Course, the duration of the training being two years, and (2) the Junior Course, the duration of the training being one year.

SENIOR COURSE.

1. Duration of training .. Two years.
2. Minimum qualifications for the candidates for this training ..
 1. Should be Mulki.
 2. (a) Should be Graduate of the Osmania University.
 - or
 - Any other recognised University.
 - or
 - (b) Should have passed the Moulvi Kamil Examination of Madrassa Nizamiah
 - or
 - Moulvi Fazil Examination of the Punjab University and possess equivalent knowledge of English up to the B.A. standard of the Osmania University.

3. Syllabus

- .. 1. *A—Compulsory Subjects.*
1. Precis writing (English and Urdu).
 2. Drafting (English and Urdu).
 3. Noting and Referencing.
 4. Treatment of files:
 - (a) Opening of files.
 - (b) Classification of cases.
 - (c) Splitting of files in various stages.
 - (d) Closing and recording of cases.
 - (e) Editing of files for printing up important cases.
 5. Record keeping and classification of cases for preservation.
 6. Accounts and financial rules.
- B—Optional Subjects.*

Note.—In addition to the compulsory subjects in 'A', every candidate will be required to take one of the three groups, I, II, and III, and one of the Mulki languages included in Group IV. Candidates whose mother-tongue is Urdu will have to take either Telugu, Marathi or Canarese. Candidates whose mother-tongue is Telugu, Marathi, or Canarese will have to take Urdu.

Group I: (a) English Shorthand and Typewriting.
 (b) Urdu Shorthand and Typewriting.

Group II: (a) Principles and methods of interpretation of rules, regulations and laws.

(b) Revenue Rules and Circulars.

(c) High Court Circulars and Orders.

Group III: (a) Audit and Accounts.

(b) P.W.D. Accounts.

(c) Compilation of Budget.

(d) Compilation of Statistics.

Group IV: (a) Urdu.

(b) Telugu.

(c) Marathi.

(d) Canarese.

Candidates who pass the Senior Course Examination should be eligible for 1st and 2nd grade and Stenographer's posts in the Secretariat and various Departments of Government. Two years after the establishment of the Training Institute, no candidate should be eligible for any 1st and 2nd grade or Stenographers' posts, in case of direct recruitment, unless he has passed the Senior Course Examination of the Institute.

JUNIOR COURSE.

1. Duration of the Course

.. One year.

2. Minimum qualifications for the candidates for this training

1. Should be Mulki.

2. (a) Should have passed the Matriculation Examination of the Osmania University

or

Any recognised University

or

Higher Secondary Examination of H.E.H. the Nizam's Govt. Secondary Board of Education.

or

.. (c) Moulyi Examination of Madrassa Nizamiah

or

Moulvi or Munshi Examination of the Punjab University.

3. Syllabus

.. *A—Compulsory Subjects.*

1. Diarying and Despatching.
2. Referencing and Record keeping.
3. Treatment of files and noting.
4. Drafting and Precis writing.
5. Typewriting (English or Urdu).
6. Office Accounts.

B—Optional Subjects.

Note.—In addition to the compulsory subjects in 'A' every candidate will be required to take one of the two groups, I and II, and one of the Mulki languages included in Group III. Candidates whose mother tongue is Urdu will have to take either Telugu, Marathi or Canarese. Candidates whose mother tongue is Telugu, Marathi or Canarese will have to take Urdu.

Group I: Urdu Khushnavisi.

Group II: Shorthand (English or Urdu).

Group III: (a) Urdu.

(b) Telugu.

(c) Marathi.

(d) Canarese.

Candidates who pass the Junior Course Examination will be eligible for 3rd grade and Typists' posts. One year after the establishment of the Training Institute no candidate should be eligible for any 3rd grade and

Typists' posts, in case of direct recruitment, unless he has passed the Junior Course Examination of the Institute.

The syllabus of the Senior Course has been made comprehensive in order to provide for the requirements of the various Departments. The greatest drawback in the existing system is that Typists, Stenographers and such other clerks who have not had sufficient educational background have to be promoted and are generally promoted in view of seniority in service to 1st or 2nd grade posts in preference to those clerks who have to do greater amount of mental and responsible work than Typists, Stenographers and Routine Clerks. We have therefore, aimed to provide such a training, for the Senior cadres of clerical services, which may prove useful in every sphere of clerical work. Candidates who complete the Senior Course of training can work as competent noting clerks, Accountants and Stenographers. Such trained clerks can be transferred from the post of Stenography or Accountancy to the post of noting clerks, or from the post of noting clerks to the post of Accountancy or Stenography.

The training for the Junior Course is intended to provide clerks for Routine work. Here also typing has been made compulsory with other subjects. In the optional provision has been made for the training of Khusnavisi and Shorthand (Urdu and English). It will be noted that both in the Senior and Junior Courses it has been made compulsory for the candidates to take one 'Mulki' language. The Committee feels that the proposed training in the 'Mulki' languages is essential, particularly for work in District Offices, Revenue and Judicial Courts, and advantageous for other Departments. The aim of the proposed training in these languages should, therefore, be to impart a real practical working knowledge of the language in question.

Along with the question of training of new recruits, it is necessary to consider the very important question of the training of the existing employees in various offices. With the appointment of trained candidates, it is expected that the nature and tone of office work will be more efficient. But this tone of efficiency cannot be fully achieved, unless measures are devised to give some initial

training to some selected members of the existing staff. We have intentionally used the words "some selected members" as it is neither possible nor desirable to make the proposed 'Refresher training' compulsory for all the old employees. The Committee therefore makes the following recommendations:

(a) Provision should be made for a Refresher Course for old hands. The duration of this Course may be two months—during the months of Khurdad and Thir—1st Khurdad to 31st Thir. The staff of the Training Institute will be free, as the Training classes will be dissolved for summer vacation during these two months. The refresher course will not entail any additional expenditure or allowances to the staff or employment of extra teaching hands. It is our considered view that the proposed 'Refresher Course' should not at all interfere with the work of the offices which will send their clerks for this training. Keeping this in view the Committee recommends that the training in the Refresher Course should be held from 5 p.m. to 8 p.m., during the months of Khurdad and Thir. During these months offices are held in morning. There may be some strain for the clerks, selected for the Refresher Course training, but the clerks, who aspire to rise in service should be prepared to undergo a little amount of strain for a very small period of two months.

(b) The Refresher Course may be imparted in the following subjects:—

1. Precis writing.
2. Drafting.
3. Noting and Referencing.
4. Treatment of files:
 - (a) Opening of files.
 - (b) Classification of files.
 - (c) Splitting of files.
 - (d) Closing of files.
 - (e) Editing of files.
5. Record keeping.
6. Accounts and Financial Rules.

(c) At the end of the period of training there should be an examination. The candidates who pass the

Examination may be divided into two classes:

(1) The candidates who secure 60 per cent. marks in each subject and in aggregate will be declared to have passed the Examination by 'Higher Standard.'

(2) The candidates who secure 40 per cent. marks in each subject and in aggregate will be declared to have passed the Examination by 'Lower Standard.'

(3) The candidates who pass the Examination by the 'Higher Standard' will be eligible for promotion to the Second and First grades posts. Candidates who pass the Examination by the 'Lower Standard' will be eligible for promotion to the Second grade posts only. No employee should be eligible for promotion to the First grade posts, unless he has passed the Examination by the 'Higher Standard.'

(4) For a period of five years, from the date of the opening of the Central Training Institute, the training will be optional, and there will be no bar to promotion as a result of failure to take the training or to pass the Refresher Course Examination.

(5) After the expiry of the period of five years, no third grade clerk can be promoted to a second grade post, or second grade clerk to a first grade post, unless he has passed the Refresher Course Examination by the 'Lower Standard' or 'Higher Standard' as the case may be.

(6) The above restrictions in (1) will not apply to the clerks:

(a) Who have completed fifteen years of service, or

(b) Have attained the age of 45, or

(c) Have been specially exempted for some valid and strong reasons. No recommendation for exemption should be forwarded for consideration unless the proposal for exemption has been agreed to by the Finance Department.

STANDARDISATION OF FORMS.

We note with regret that much valuable time of our offices is wasted for want of standardised and printed

forms. This point was stressed in the replies to the Questionnaire which were received from the Departments, and also during the course of evidence tendered before the various Sub-Committees. The witnesses appearing before us were all agreed that a considerable portion of the time of the subordinates offices, both in Headquarters and districts was spent in preparing statements called for from Secretariats and Head offices. Such a practice, besides being dilatory is undesirable in the extreme. All this could be avoided, if approved and printed forms were introduced in offices. The efficiency and the quick disposal of work in British Indian offices were due in no small measure to the extensive use of printed forms.

It is high time that the use of such printed forms was enjoined upon in all offices, here, and labour saving devices encouraged, with a view to save time and energy. With the introduction of these methods, expenditure over establishment could be curtailed, to a great extent, due to the resultant reduction in the number of ministerial staff. We are emphatically of opinion that suitable measures may be taken in this behalf forthwith, which will be conducive to efficiency, as well as economy.

We understand that an attempt in this direction was made by the Commerce and Industries Department, but as it was not complete and thorough, it did not meet with requirements.

With a view to make it fully successful, it will be necessary to prepare a schedule of the different forms for use in the Secretariats, offices of Heads of Departments and for use in the various offices, including those of districts and Taluks.

CHAPTER IX.

HOLIDAYS AND HOURS OF WORK.

The total sanctioned number of holidays is 71. This figure does not include local and class Holidays and Fridays. Obviously enough, this number is not only excessive but also seriously affects the work and efficiency in the Public Offices and Educational Institutions. We understand that in 1290 F. the number of Holidays was limited to 39 only, excluding Fridays, and in 1303 F. it was 40. In that year the number was reduced from 40 to 11, but in the very next year the number was restored to 37. In the British Indian Provinces the number of Public Holidays range from 40 to 45, and these also have been cut down considerably, on account of the pressure of work due to the war conditions. It is now time that the question of curtailment of Holidays should receive immediate attention of Government. After careful consideration we recommend the following reductions:—

A.—The undermentioned holidays may be withdrawn altogether:—

<i>Name of Holidays.</i>	<i>Number of holidays.</i>
1. 1st day of the Fasli year ..	1 day
2. In commemoration of the Berar agreement ..	1 day
3. In honour of the marriage of the Princes ..	1 day
4. Birthday of the Junior Prince.	1 day
5. His late Highness' Birthday.	1 day
6. In commemoration of the Rendition of Residency Bazar ..	1 day
7. Her late Majesty Queen Victoria's Birthday ..	1 day
8. His late Highness' Anniversary ..	1 day

9.	First January	1 day
10.	Fateha Khulfa-i-Rashedeen ..	4 days
11.	Youn Arba'in	1 day
12.	Akhri Shaharshamba	1 day
13.	Fateha Hazrat Imam Has- san Mujtaba	1 day
14.	Urs Hazrat Khawja Moinuddin Chishti	1 day
15.	Wiladat Hazrat Amir	1 day
16.	Fatcha Hazrat Syedun-Nisa ..	1 day
17.	Basant Panchami	1 day
18.	Rakhi Poonam	1 day
19.	Chandar Graham	1 day
20.	Anant Chathurdasi	1 day

Total .. 23 days

B.—The number of following Holidays may be reduced as follows:—

<i>Name of Holidays.</i>	<i>Existing number.</i>	<i>Proposed Reduction.</i>
1. Shabe Qadar ..	4 days	3 days
2. Idul Fitr ..	4 days	2 days
3. Idul Azha ..	5 days	2 days
4. Ashra Shareef ..	12 days	7 days
5. Shabe Meraaj ..	2 days	1 day
6. Shabe Barat ..	2 days	1 day
7. Holi and Dhulandi ..	2 days	1 day

Total .. 17 days

Total number of reduction .. 40 days

Thus the total number of reduction comes to 40, and this will bring down Hyderabad Holidays to 31, practically to the level of the British Indian Provinces. The number of holidays for local festivals should also be curtailed. We are also of the opinion that the anomaly of the Controller-General's office working in the morning on

particular minor festivals while other public offices are working at the usual hours should be removed.

OFFICE HOURS.

In our opinion the usual office hours should be 10-5, with a break of 45 minutes from 1-30-2-15 for lunch and Zohar prayers, excepting in the case of Judicial Courts, and Educational Institutions which may be held from 10-4. In this connection we are constrained to observe that there is considerable laxity in the observance of punctuality. We would recommend to Government that necessary and suitable steps may be taken to enforce punctuality.

CHAPTER X.

HOUSING ACCOMMODATION FOR PUBLIC OFFICES AND OFFICERS.

The question of accommodation for public offices and officers is of supreme importance from administrative and economic points of view. The position even in Balda is far from satisfactory, not to speak of the deplorable state of affairs in districts. We find that number of Criminal and Civil Courts, offices and even Hospitals and Educational Institutions are housed in rented buildings on high rates of rent. Apart from the fact that such an arrangement is derogatory to the dignity of the courts, offices and Institutions which are housed in such private buildings, the financial loss involved in this, is not inconsiderable. An examination of the expenditure incurred on rents will clearly show that substantial savings could have been effected, if Government had provided its own buildings. Even if a loan is to be floated for construction purposes, it would prove more economical in the long run.

It is gratifying to note that Government is alive to the necessity of adopting suitable measures in this behalf and that the construction of temporary Central Secretariat buildings is making good progress—thanks to the initiative taken in this matter by the Hon'ble the Finance Member. Although these buildings will be temporary in nature, they will go a great way in supplying a long-felt want. We would urge Government to take up the construction of the permanent Secretariat Buildings, as soon as circumstances permit, after the termination of the war. In these Buildings, accommodation should also be provided for the Departments. These arrangements, when completed, will not only ensure co-ordination in the work of the Secretariats and Departments, but result in considerable savings in expenditure and the curtailment of useless correspondence and references. We understand that Government had some plans ready for construction of court buildings and Institutions in Balda

but the matter has been hanging fire for a long period, without anything appreciable having been achieved, so far. The matter, in our opinion, deserves immediate attention. The investment made in this Scheme will be recovered by Government in the shape of savings in the expenditure over payment of rents. The principle of location of all the public offices and Courts in District and Taluqa Headquarters at one Central place should be applied fully, when the construction of permanent buildings for Civil and Criminal Courts and Revenue offices is taken in hand. Much of the inconvenience and harassment caused at present, to the members of the public, Bar and the office establishment and staff, due to the buildings lying scattered over the different parts of the towns will be avoided, by the proposed measures. It will have to be admitted that at present position in the districts is very unsatisfactory, where we find that at some places, Taluqdar's offices and Criminal and Civil Courts are separated from one another by miles. The inconvenience and hardships caused to the public and the staff alike in such situation can better be imagined than described. It is all the more deplorable that a large number of such buildings are rented. The efficiency in administration in British India is due among other reasons to the fact that there are centralised Government buildings for offices and Courts, which save much time and labour.

As suggested above, a detailed programme for the construction of public offices, Courts, Hospitals, Dispensaries and Educational Institutions should be prepared, and care should be taken for the location of all these buildings at some central place.

HOUSE ACCOMMODATION FOR GOVT. SERVANTS.

Besides the provision for construction of Buildings for public offices and Institutions, arrangements should be taken in hand for construction of residential quarters for officers and ministerial staff in the Districts and Tahsils. Want of quarters for officers and members of ministerial staff entails great hardships on them and compels them to reside often in insanitary and unhygienic surroundings, which is bound to affect their health and efficiency. The situation is generally very acute in districts. Immediate relief in this direction should be afforded without

delay, if a high standard of efficiency has to be maintained in the staff. The problem should be tackled, in our opinion in the following ways:—

The whole position should be surveyed from the financial point of view and in case the projects cannot be executed immediately due to war conditions we recommend that two reserves should be built up and set apart, one for construction of public offices, etc., and the other for officers and staff quarters at an opportune time, as soon as circumstances may permit. The expenditure incurred on construction of Residential Quarters will be realised in the shape of rents.

We have no doubt that these measures will not only afford the much needed relief and enhance the prestige of the offices and Institutions, but result in considerable saving in the long run.

CHAPTER XI.

MISCELLANEOUS.

SCALE OF STATIONERY.

We are definitely of opinion that scales of stationery both for the use of officers and the office establishment should be fixed, keeping in view their normal requirements. The fixation of such scales will be advantageous and at the same time economical. Want of such scales, regulating the use of stationery leads to considerable waste and utter confusion. We believe that the introduction of standard scales of stationery will result in considerable saving. We would recommend that schedules should be prepared classifying the officers and the establishment, and specifying the scales of stationery to be allowed to them. This will facilitate the work of offices and at the same time prove economical.

SCALE OF FURNITURE.

We note that no scale of furniture has been fixed, either for office use or for officers, in any Department, with the exception of the Judicial Department where some scales have been laid down for Courts and Offices.

It will be in the fitness of things if definite scales of furniture not only for the use of office establishment but for different classes of officers were laid down. This will enable the offices to maintain the balance between their normal requirements and the scale to which they will be entitled. In our opinion, schedules should be prepared, classifying the officers and the establishment specifying the number and quality of furniture which may be fixed for them.

SCALE OF PEONS.

The scale of peons to be allowed to the officers and the Establishment was examined by the salaries commission and definite recommendations were made in this behalf. It is regretted that these recommendations, important as

they were have not been implemented by the Finance Department, with the result that the number of peons in different offices are ever on the increase. After due examination and scrutiny, we find that, at present no uniformity exists in the number of peons sanctioned for various offices and Departments. As a general rule the number of peons posted in different departments is in excess of the actual requirements. This system is neither conducive to efficiency nor to economy. We are of opinion that the time has come when this question should be given due attention, if substantial economy is to be effected in the cost of establishment. Since the secretariats and the various Departments are at present separated by vast distances, a large number of peons has to be maintained for despatch and delivery of papers. With the completion of the Central Secretariat Buildings, the number of peons will be automatically reduced.

After careful consideration, we propose the following scale of peons to be allowed to the various classes of officers. We are confident that this scale will serve the purpose and result in considerable savings:—

1. Hon'ble Members of the Council ..	1 Jamadar	
	4 Peons	
	—	
	5	
2. Secretaries and Addl. Secretaries..	1 Jamadar	
	2 Peons	
	—	
	3	
3. First Class Nazim ..	1 Jamadar	
	2 Peons	
	—	
	3	
4. Second Class Nazim ..	1 Daffadar	
	2 Peons	
	—	
	3	
5. Joint Secretaries ..	1 Daffadar	
	2 Peons	
	—	
	3	

6. Deputy Secretaries	..	.. 2 Peons
7. Under and Asstt. Secretaries and Registrars	..	.. 1 Peon
8. Deputy Directors	..	.. 2 Peons
9. Assistant Directors	..	.. 1 Peon
10. Subedars	..	.. 1 Jamadar 3 Peons
		— 4
11. Talukdars	..	.. 1 Jamadar 2 Peons
		— 3
12. Second Talukdars, Superintendents, Excise, Customs, Assistant Settlement Officer and Officers of similar status and rank	..	.. 2 Peons
13. Tahsildars and Officers of similar status and rank.	..	.. 2 Peons
14. Divisional Session Judges	..	.. 1 Jamadar 2 Peons
		— 3
15. Dist. Magistrates	..	.. 1 Daffadar 2 Peons
		— 3
16. Munsiffs	..	.. 2 Peons
17. Divisional Inspectors of Schools and Principals of Colleges	..	.. 2 Peons
18. District Inspectors of Schools	..	.. 1 Peon
19. For an aggregate number of 10 clerks in offices	..	.. 1 Peon

This list is not exhaustive and the departments and offices not mentioned in this list will be allowed the number of peons on the same scale as laid down above.

ESTABLISHMENT OF CENTRAL STORES.

We welcome the move for the establishment of a Central Stores Agency for the purchase of all articles required for use in Government offices. As a matter of fact

we discussed and supported this measure in the various sub-committees. We were gratified to learn from the Hon'ble the Finance Member that Government had decided to establish a Central Stores Department. This is a step in the right direction which will enable Government to stock articles at scheduled rates and thus effect considerable savings.

CHAPTER XII.

ACKNOWLEDGEMENT OF STAFF'S WORK.

In submitting this report, we desire to place on record our indebtedness for the valuable assistance we received from our first Secretary, Mr. Zahiruddin Ahmed. But for his energy, zeal and industry, our work in the initial stages would have been very arduous.

Mr. Takiuddin, our present Secretary, joined us as whole-time Secretary on 15-6-1353 F., and brought to bear on our work his intimate knowledge in the work of various Government departments, his experience in Secretarial procedure and his skill in preparing memoranda and drawing up reports have been of great value to us. We equally appreciate his hard work, energy and skill as also his invariable courtesy and assistance to every member of the Committee. He has displayed remarkable tact and sound judgment in his work and we wish to bring to the notice of Government his and Mr. Zahiruddin Ahmed's case for recognition and appreciation of their services.

We also wish to express our appreciation of the work done by the Superintendent of the Committee's office, Mr. Syed Abdus Salam, whose work was characterised by thoroughness, industry and efficiency. He had to work very hard throughout the period he was attached to the Committee. We hope that Government will show appropriate recognition of his work.

(Sd.) LIAKAT JUNG.

„ ALI YAVAR JUNG.

„ P. V. REDDY.

„ DALIP SINGH.

„ AZHAR HASAN.

„ MIR LAIK ALI.

„ B. S. VENKAT RAO.

„ GOPAL RAO BORGAONKAR.

„ MAQSOOD AHMAD KHAN.

„ M. AKBER ALI KHAN.

„ MIR NAWAZ JUNG.

(Subject to note appended)

* Appendix G.

(Sd.) SYED TAKIUDDIN,

Secretary.

PART II

INTERIM REPORT OF THE PAY AND ALLOWANCES SUB-COMMITTEE.

1. *Introduction.*—The Pay and Allowances Sub-Committee was constituted by the Retrenchment Committee in terms of the Resolution passed by the Committee at its meeting held on the 5th Dai 1352 F., and started functioning on the 12th Bahman 1352 F.

2. *Constitution of the Committee.*—The Sub-Committee was constituted as follows:—

1. The Hon'ble Mr. Ghulam Mohammed,
C.I.E., Chairman.
2. Mohd. Bahadur Khan, Esq., *Member.*
3. Mir Akbar Ali Khan, Esq., *Member.*
4. Pingle Venkat Rama Reddy, Esq., *Member.*
5. B. S. Venkat Rao Esq., *Member.*
6. Nawab Zain Yar Jung Bahadur, *Member.*
Zaheeruddin Ahmed, Esq.,
Secretary and Convener.

Subsequently, with the approval of the Retrenchment Committee, the following gentlemen were co-opted as Members of the Sub-Committee:—

1. Nawab Liakat Jung Bahadur.
2. Mirza Maksood Ahmed Khan, Esq.
3. Azhar Hassan, Esq.
4. Nawab Ali Yavar Jung Bahadur.

Nawab Liakat Jung Bahadur presided over the meetings of the Sub-Committee when the Hon'ble Mr. Ghulam Mohammed could not be present.

3. *Terms of Reference.*—Although the Retrenchment Committee, in its Resolution constituting the Sub-Committee, did not specifically prescribe the terms of Reference, yet, by implication, the following duties

were deemed to have been assigned to the Sub-Committee:—

(1) To review all expenditure on account of the pay and allowances of Government servants except those belonging to the Departments specified in the Annexure 'A' of the Gazette Extraordinary dated the 24th Mehir 1351 F., and to make recommendations to the Retrenchment Committee for effecting forthwith or by stages all possible reduction in the public expenditure, subject to the condition that the question of policy was to be left for the exclusive consideration of the Government.

(2) To consider and co-ordinate the proposals made by the other Sub-Committees relating to the pay and allowances of Government servants, and

(3) to suggest measures for bringing the scales of pay and allowances into harmony with the local economic and financial conditions and the present and future requirements of the Government.

4. *Procedure of work and sittings of the Committee.* Two sets of questionnaires, the general Questionnaire and the particular Questionnaire, framed by the Questionnaire Sub-Committee and the Departmental Sub-Committees respectively, were issued for eliciting the views of the various Departments, Public Bodies, and individuals, and the replies received from them, relating to Pay and Allowances, have been given due consideration in framing our conclusions. Similarly, the memoranda received from the Members of the public and Representative Associations and organisations, in response to the instructions issued by the Retrenchment Committee were considered by us. We have also examined the Revised T. A. Rules, recently issued by the Finance Department, and the proposed Revised Rules for Leave and Pension prepared by the Finance Department.

The Sub-Committee met on seventeen occasions for discussions and formulation of views.

5. *Data forming the basis of the Report.*—In the course of our discussions and investigation we examined the information available in the following Reports and Data. The information available from these sources was very helpful to us in arriving at conclusions.

1. The Salaries Commission Report of 1331 F.

2. The Report of the Retrenchment Committee of 1332 F.
3. Mr. Mir Khan's Report on Retrenchment and equalisation of scales of salaries 1350 F.
4. Finance Secretary's note on Mr. Mir Khan's Report 1350 F.
5. Budget.
6. Lists of Officers and existing scales of pay.
7. Memoranda and Replies received from the Departments, Public Bodies and individuals.
8. Comparative statements showing the scales of pay and allowances of equivalent and similar appointments and posts in the neighbouring provinces and some of the States.

6. *General principles which should govern the fixation of the scales of pay of Government Servants:—* Before we proceed to make detailed recommendations it is necessary to enunciate the broad principles which we have kept in view in formulating our recommendations as regards fixation of scales of pay of various appointments and services.

(a) It is now an universally accepted principle that the scale of pay of services should be such as to guarantee a Government servant financial and economic stability in order to enable him to discharge the duties attached to his office to the best of his abilities. This necessarily means that economic conditions of the country should be taken into due consideration.

(b) For determining the factors which should weigh in providing for economic stability, the standard of life of the class of society from which the particular class of Government Servants is recruited, for particular class of posts or services, has also to be considered.

(c) The other important principle is that the pay fixed for a post should be in relation to the responsibilities attached to the particular post.

7. *Determination of Rights of existing Government Servants:—*Any proposal for lowering the scales of pay and Allowances necessarily involves the determination of

the question of the rights of existing Government Servants. It is therefore imperative that clear and specific decision should be taken as to how far the claims based on these rights can be acceptable from legal and equity points of view. The rights of the existing Government Servants may be divided into two distinct categories, *viz.*,

1. Existing Rights and
2. Accruing Rights.

Existing Rights consist of the right of a Government Servant

- (1) to draw pay in the scale prescribed for the post which he is holding,
- (2) to leave of various description, and
- (3) to the grant of pension, subject to the Rules in force at the time of his appointment.

Accruing rights are somewhat different and fluid in nature than those of the existing rights. These rights have been defined as the rights which a Government servant can legitimately expect in the course of his service, in the shape of promotions to higher appointments and services.

So far as the existing rights are concerned there cannot be two opinions. These should be fully safeguarded and remain unaffected by the recommendations of the Retrenchment Committee regarding reductions in the rates of pay, or changes in the Leave and Pension Rules. This principle cannot, however, apply to the Travelling Allowances or other allowances of a compensatory nature which are not meant to be a source of profit to the recipients.

We have given serious consideration to the question of Accruing Rights. It is generally contended that when a Government servant enters an organised service, he enters into an implied contract with Government that in the normal course he would be entitled to promotions to higher appointments and emoluments attached to these posts and that he cannot be deprived of these promotions, unless it is due to inefficiency or misconduct. It is further argued that he is entitled to those emoluments attached to these higher posts which existed at the time

of his first entry into Government service. While agreeing that in fairness accruing rights to certain limited extent should be recognised, we consider that if the above condition is accepted in toto it will mean enunciation of a principle which no Government can afford to accept. If the theory of Accruing Rights is pursued to its logical end, it will mean that salaries of any appointment or class of service cannot be reduced until all those Government servants who are in Government service on the date of which a reduced scale of salary is introduced, retire or their services terminate. It is an impossible and impracticable position, and there cannot be any appreciable economy in expenditure, as the result of reduction in the rates of salaries and allowances, for a very long time. In arriving at this conclusion we are aware that in British India the theory of accruing of rights has been accepted in full substance. We, however, feel that in British India the recognition of the claims under the category of 'Accruing Rights' is more of a favour than an equitable decision, and we cannot recommend its acceptance in that form. We are of the opinion that the accruing rights of the existing Government servants should be safeguarded only to certain specified stages. While considering this issue we were shown the decision arrived at by the Executive Council, at their meeting held on the 12th Farwardi 1353 F., in which the Council decided that with the exception of specified posts which are to be filled by selection, accruing rights of the existing Government servants would be safeguarded only to the extent of one stage above their present appointments.

After very careful consideration, and examination of the implications of this decision, we fully endorse the views of the Executive Council and agree that the accruing rights of the existing Government servants should be safeguarded to the extent of one stage only, namely the stage immediately above the existing appointment of a Government servant.

8. *Applicability of the proposed Revised Rates of pay*:—In view of what we have said in para 7, proposed revised rates of pay, as recommended by us, will apply to the new Entrants in the services. Revised scales of pay will however be applied to the existing Government

servants also after they have passed the stage immediately above their existing posts.

9. *Classification of Departments*:—There is an universal consensus of opinion that the requirements and qualifications of the personnel of the Technical and Administrative posts and services differ materially from each other, and therefore, rates of pay of the Technical and Administrative posts and services have necessarily to be fixed at slightly different rates. We have therefore classified the Departments into Administrative and Technical, for purposes of determining scales of pay.

We recommend the following classification:—

<i>Administrative.</i>	<i>Technical.</i>
1. Revenue.	1. Engineering - Buildings, Roads, Communications & Telephones.
2. Judicial.	2. Medical and Public Health.
3. Excise.	3. Agriculture.
4. Police and Jails.	4. Mines and Geology.
5. Customs.	5. Audit and Accounts.
6. Political.	6. Forest.
7. Finance.	7. Commerce and Indus- tries.
8. Legal.	8. Education.
9. Broadcasting (Exclu- ding Broadcasting Engineering).	9. Archæology.
10. Information Bureau.	10. Engineering Section of Broadcasting.
11. Stationery and Print- ing.	11. Veterinary.
12. Ecclesiastical.	12. Fisheries.
13. Settlement, Land Re- cords, and Records of Rights.	13. Mint.
14. Amira and other minor Departments.	14. Electricity.

10. *Classification of Services*:—So far no attempt has been made for the proper classification of services.

This has not only affected the efficiency of the services but has also resulted in considerable waste.

11. *Hyderabad Civil Service*:—It is really a misnomer to call the H.C.S. a "Service," as the term is understood in the British India. It has neither the characteristics of a "Service," nor the traditions of a "Service." To all intents and purposes, the Hyderabad Civil Service is only a mode of recruitment. Ways and means should therefore be devised to constitute the H.C.S. into a separate and distinct compact service with "Traditions of Service" as its chief characteristics. As a rule all H.C.S. officers should have equal chances of promotion, and the rules governing promotions and grades should be uniform for all H.C.S. officers. We recommend that the scale of pay of the H.C.S. officers irrespective of the post that they may be holding, should be fixed. We shall deal with the proposed scale later on.

Apart from the fixation of an uniform scale of pay, the recruitment to the H.C.S. should be made with a view to fill ultimately some of the important posts in the various administrative Departments which require distinct administrative capacity and wide experience essential for executing broad policies. We however make it clear that it is not our view that such posts should be solely reserved for H.C.S. officers, or the non-H.C.S. officers should be ineligible for these appointments. As a matter of fact, efficiency should be the only guiding criterion, and if a non-H.C.S. officer is equally efficient, no distinction should be made between him and the H.C.S. officer when the question of promotion arises. In other words the Hyderabad Civil Service should form a corps of officials trained in the general administration and their services should be interchangeable between different allied Departments, thus providing for them opportunities for acquiring varied experience and special training in order to enable them to hold certain high non-Technical appointments. We regard the employment of the H.C.S. officers in miscellaneous or Junior posts such as Junior Munsiffs, Assistant and District Superintendents of Police, and Superintendents Post Offices, etc., as an expensive luxury which should be stopped forthwith.

12. *Other Services*:—Simultaneously with the reorganisation of the Hyderabad Civil Service, it is also

imperative that higher Gazetted appointments, other than extra cadre and selection posts, in the different departments should be pooled together and constituted into "H" Service, *e.g.*, Hyderabad Education Service, Hyderabad Judicial Service, Hyderabad Forest Service, Hyderabad Engineering Service, Hyderabad Police Service, etc. These different services should be divided into Class I and Class II or into three classes, Class I, Class II, and Class III, according to the scale of pay. The members of these services should have the same opportunities of rising to the highest positions in the Departments, on grounds of merit and efficiency, as the H.C.S. officers. Recruitment to the "H" services will be direct as well as by promotion from Class II or Class III of the particular service. The classification of services, as proposed by us, if accepted, would ultimately reduce the cost of public administration.

13. *Lent Officers*:—We recommend that every effort should be made to train Mulki Officers to hold, and discharge efficiently the duties attached to the higher appointments of the Government. In case where it is found necessary to borrow the services of officers from the Government of India or elsewhere which should be in rare and exceptional cases it should be seen that the officers are not ordinarily given emoluments in excess of 20 per cent. of their existing emoluments. We further do not see much justification for the grant of a motor allowance or rent free bungalows to such officers, as has been the practice so far.

14. *Tenure Posts*:—At present the general practice is that the incumbents of the posts of Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries, Assistant Secretaries, Deputy Directors and Assistant Directors are appointed substantively to these posts. Unless these officers are promoted to some higher post, they do not, as a rule, revert to the general services. This is not conducive to efficiency, and the officers are liable to become stale. The experience gained by them, in the Secretariat and Directorates, is lost. We have examined the practice prevailing in British India. In the British Indian Provinces Secretariat and Headquarters appointments are strictly treated as tenure appointments and all Secretariats and Departmental Headquarters

and officers, after completing their tenure, revert to their respective services and are posted to districts. We have given very careful consideration to this question and are convinced that the advantages in making Secretariat and some Departmental appointments as tenure appointments are very great. We therefore recommend that all Secretariat appointments should be on a tenure basis for four years extendable in exceptional cases by another year. Similarly, the posts of Deputy Directors, Assistant Directors, Assistant Commissioners, Assistant Chief Engineers which are not extra cadre appointments should be treated as tenure appointments. The appointment of Secretary to the Executive Council and Secretary to H. E. the President should be for a tenure of three years extendable by another two years at the discretion of H.E. the President.

Leave and Pension Rules.

15. *Leave Rules*:—The Finance Department have under contemplation, independent of the Retrenchment Committee, the question of revision of the Leave Rules, so as to bring them into conformity, as far as possible, with the Revised Leave Rules (1933) of the Government of India. We have been shown a summary of these proposals, and we recommend their adoption.

16. *Pension Rules*:—Pensionary charges in the State have considerably risen during recent years and we are informed by the Finance Department that whereas in former years, these used to be equal to 1/9th of pay bill, now they are almost equal to 1/7th of pay bill. We, therefore, consider that for future entrants, new pensionary rules should be enforced as early as possible.

We also cannot refrain from mentioning the various concessions allowed in the matter of pensions in the past and the laxity that was allowed to prevail in the operation of normal pension rules. Now that the demand from the public for expenditure on nation-building departments like Education, Medical, Public Health, etc., is increasing, it is necessary to effect all reasonable economy in pensionary charges without affecting the proper reward for efficient, loyal and faithful service.

We would, however, recommend that the new leave and pension rules should apply to those, who enter service on or after a date to be specified in the revised rules.

PAY.

17. *Allowances*:—The question of the grant of compensatory allowances is also being scrutinized by the Finance Department. We have so far examined the following allowances:—

1. Motor Car Allowances.
2. Private Practice Allowances.

18. *Motor Car Allowances*:—On grounds of principle we are against the grant of motor car or motor car allowances to any Government servant. We have been shown a list of Government servants who are at present receiving this allowance or have been given Government Cars or enjoying both concessions. As a rule Government cars should not be placed at the disposal of Secretaries to the Government. The salaries paid to these high officers may be taken as meant to cover all expenses which are incidental to their position.

No motor car allowance should be paid to any officer. If any officer has to do a lot of touring, for which no Travelling Allowance is admissible under the rules, he should be compensated through a permanent travelling allowance. A list of such Officers should be drawn up.

In the case of subordinate officials whose duties entail frequent travelling over long distances, such as the Inspectors of the Electricity Department, they may be given service vans, maintained by the Departments concerned.

19. *Private Practice Allowance*:—We find that a number of Medical Officers are given Private Practice Allowance to compensate them for the loss of private practice from which they are debarred when they hold certain posts in the Department. On grounds of principle, we are opposed to this practice. All medical practitioners should be allowed private practice outside their hours of regular duty, so that their specialized service may not be denied to those who need them. The grant of such allowances can only be justified in cases where the

whole time of the Officer is required for Government duty. In view of this, our recommendations are as follows:—

- (a) Private Practice Allowance should not ordinarily be given.
- (b) The Deputy Directors of the Medical and Public Health Department should be given a special pay of Rs. 150 on the analogy of our proposals for the Officers serving in the Secretariat offices.
- (c) Officers like the Resident Medical Officers of the Osmania General Hospital, Police Isolation, Victoria Zenana Hospital, etc., who have to devote their whole time to their duty and to remain within a short distance of their Hospitals, may be given Private Practice Allowances.
- (d) The rate of the allowances should be as follows:—

Officers of the rank of

1. Civil Surgeon	..	..	Rs. 100
2. Assistant Surgeon	..	..	50
3. Sub-Assistant Surgeon	..	..	30

In proposing the above rates, we have kept before us the rates that are now being allowed in some of the British Indian Provinces, which are as follows:—

	<i>Civil Surgeon.</i>	<i>Asstt. Surgeon.</i>	<i>Sub-Asstt. Surgeon.</i>
Bombay ..	250 (I.M.S.)	50 (B.M.S.)	..
	100 (B.M.S.)	50 (I.M.S.)	..
Madras ..	50	30	20

20. *Travelling Allowance*:—We have been shown the Travelling Allowance Rules which have been brought into force recently. We are satisfied that they are suitable, and would recommend no change in them.

21. *Pay of Secretariat Officers*:—Though in theory, the pay of Secretaries to Government is supposed to be fixed at the rate of Rs. 1,500 plus 300 Allowance, yet very few Secretaries have drawn pay at this rate. Some years ago, Government decided that the post of Secretary should not carry any fixed pay, but the incumbent of the

post should draw substantive pay of his grade, and the Secretary's allowance of Rs. 200 plus motor allowance of Rs. 100. But this decision has not been observed. From the examination of the emoluments of Secretaries, we find that the variations are not due to seniority or efficiency in work. It is therefore necessary to prescribe an uniform scale of pay of Secretaries, and other Secretariat appointments.

Secretaries:—Responsibilities attached to the posts of Secretaries are of such a nature that it will always be necessary to appoint very competent officers to these posts. If these posts are treated as general cadre posts, it will be difficult to attract good officers to these appointments. There is a view that, as in the British Indian Provinces, the scales of pay of the various cadres should be so broadened as to include the posts of Secretaries, Additional Secretaries and Joint Secretaries in the cadres. But this will involve considerable financial burden, as with the broadening of cadres and consequent increase in the scales of pay, the cost over pay of the services, will necessarily increase. We therefore recommend that the posts of Secretaries, Additional Secretaries, and Joint Secretaries should be extra cadre posts. As regards fixation of salaries of these posts, it cannot be denied that the pay of these posts should be fixed after taking into consideration the responsibilities which the incumbents of these posts have to shoulder, and the requirements of efficiency and work. In Madras, C.P., U.P., Bihar and the Punjab Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries, and Under-Secretaries draw their grade pay of the I.C.S. and Special pay of Rs. 250, in the case of Secretaries and Additional Secretaries and Joint Secretaries, Rs. 200 in the case of Deputy and Under-Secretaries. In Bengal, Secretaries and Additional Secretaries draw consolidated pay of Rs. 2,750 p.m.

In our opinion it is neither necessary to fix the pay of our Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries and Under-Secretaries as high as prevailing in the British Indian Provinces, nor it is advisable to lower it down so much as to make these posts absolutely unattractive. We therefore recommend that the following scales of pay should be prescribed. These

scales of pay should be uniform for all Secretariats:—

(a) *Secretaries*:—The pay of Secretaries to Government in all Departments, should be fixed at Rs. 1,600 without any allowance.

(b) *Secretary to the Executive Council and Secretary to H.E. the President*:—

The Council Secretary holds an important position, but all the same, we are not prepared to admit that the importance of his duties and responsibilities could in any way be compared with those of the Secretaries to Government. We do not, therefore, agree with Mr. Mir Khan's recommendation to class the Council Secretary with the Secretaries to Government in the matter of fixing the pay of that post. No separate pay need in our view be fixed for the post, the incumbent should be paid his substantive pay plus a Secretariat pay of Rs. 200 p.m. subject to a maximum of Rs. 1,200. The Secretary may be given unfurnished residential quarters, but he should not be given any car or car allowance.

(c) *Additional Secretaries*:—Since the responsibilities attached to the post of Additional Secretary are slightly less than Secretaries, the pay of Additional Secretaries should be fixed at Rs. 1,450.

(d) *Joint Secretaries*:—The pay of Joint Secretaries should be fixed at Rs. 1,300.

(e) *Deputy Secretaries*:—Deputy Secretaries will draw the grade of their substantive post and special pay of Rs. 150 subject to the maximum of Rs. 1,000, including special pay.

(f) *Under-Secretaries*:—The designation of Assistant Secretaries should be changed to Under-Secretaries. Under-Secretaries will draw their grade pay and a Special Allowance of Rs. 100 subject to the maximum of Rs. 500, including special pay.

(g) *Registrars*:—The existing scale of pay of Secretariat Registrars is Rs. 300-25/2-400. This should be reduced to Rs. 200-25/3-400, as the responsibilities of this post are not higher than those of Tahsildars, and 2nd class Munsiffs who are in the scale of 200-25/3-400.

(h) *Executive Council Secretariat*:—The pay and allowances of H.E. the President and the Hon'ble

Members of the Executive Council are outside the purview of this Committee, but we consider, that the pay and allowances of the officers and establishment of the Council Secretary's office are within its purview, we, therefore, recommend as follows:—

The scale of pay of the Personal Assistant to H.E. the President should be the same as may be prescribed for the Personal Assistants to the other Members of the Council. The appointment of a Personal Assistant is justified on the ground that H.E. the President apart from the duties of his high office as the Premier has also directly under him some other departments, like the Political, Railway, etc. This post should, however, be held in abeyance if H.E. the President does not hold any direct charge of any department.

We suggest for the consideration of the Sub-Committee concerned that there should be only two Assistants in the Council office, one for the office and the other for Atiyat appeals. The scales of pay and allowances of the Assistants should be the same as may be prescribed for the Under-Secretaries.

The Non-gazetted establishment and the menial staff of the Council office are at present given Local Allowances at the following rates:—

			Per month.
1st Grade clerks	..	..	Rs. 100
2nd Grade clerks	..	..	„ 75
3rd Grade clerks	..	..	„ 50
Peons	..	..	„ 5

The *raison d'être* for the grant of these allowances is said to lie in two facts:—

- (1) the distance that has to be covered by the staff of this office.
- (2) The necessity of having tried men capable of justifying the confidence reposed in them in matters of high policy, which have to pass through their hands.

We have given our serious consideration to these two reasons. The Council constitution was sanctioned in 1329 F., and the Council office which was then brought into existence was located in the Bella Vista Buildings.

Under the then existing circumstances when there were no facilities of transport, the distance from the City proper was considered too great and it was thought necessary to compensate the staff for the expenses they had to incur on conveyance to reach their office. There were no other offices located in that locality and the grant of Allowance was to a certain extent justifiable on this ground. Things have changed since. The Council office has shifted to a building formerly occupied by the Finance Secretariat and as the staff of the Finance Secretariat was not compensated in any way, it stands to reason that the staff of the office now occupying that building cannot have any claim to any such compensation. Apart from this, most of the Government Departments have now shifted to the same locality and if the argument of distance is accepted in the case of the Council office, it will be difficult to reject a similar demand from the other offices.

Now coming to the second argument in favour of granting these allowances, it is a fact that the staff of the Council Office has to deal with such cases which come up from the other Departments. If the other Departments can have their own arrangements for maintaining the essential secrecy in regard to those cases without any way compensating their own staff, there is no reason why the staff of the Council office should be given a preferential treatment in this regard. In view of these facts, we recommend that no Local Allowance should be paid to the superior or inferior staff of the Council Office in future. The present incumbents will continue to draw the Local Allowance at the existing rates.

23. *Railway Secretariat*:—The existing grade of the Chief Superintendent of this office is Rs. 300-25-600. We recommend that, in future, it should be Rs. 200-25/3-400, and the designation of the officer should be changed to Registrar.

DIRECTORATES.

Before we proceed to determine the scale of pay of Directors, it is necessary to classify the directorates, after taking into consideration their importance and responsibilities. We will limit this classification to two classes, Class I and II, as we are convinced that classification of directorates into more than two classes will

not be in the best interests of efficiency and service. We propose the following classifications:—

CLASS I.

1. Director of Public Instruction (Special grade Rs. 1,500 fixed).
2. Customs Commissioner.
3. Nazim Atiyat (Special grade Rs. 1,500 fixed).
4. Commissioner of Excise.
5. Inspector-General of Forests.
6. Director, Medical and Public Health (Special grade Rs. 1,500 fixed).
7. Director, Agriculture (after amalgamation).
8. Director, Commerce and Industries.
9. D.-G., Police and Jails.
10. Commissioner, City Police.
11. Director, Electricity.
12. Director, Settlement, Land Records and Records of Rights (after amalgamation).

CLASS II.

1. Director, Information Bureau.
2. I.-G., Registration and Stamps.
3. Director, Printing and Stationery (Special grade Rs. 500/50-2-850).
4. Director, Statistics.
5. Controller, Broadcasting.
6. Nazim, Court of Wards.
7. Director, Mines and Geological Survey.
8. Postmaster-General.
9. Director, Diwani and Mal.
10. Director, Veterinary.
11. Director, Ecclesiastical.
12. Registrar, Co-operative Societies.
13. Director, Archæological Department.
14. Director Observatory (Special grade Rs. 350-25-600-50-1,000).
15. Census Commissioner.

We accept the suggestion made to us by the Council Sub-Committee for Retrenchment for inclusion of the Nazim Atiyat in the list of Class I Directors. The existing pay of the Directors included in Class I, of the proposed classification, is Rs. 1,500 or more. The only three exceptions are the Director of Agriculture, Director, Land Records and Settlement, and Director, Commerce and Industries. At present there are two Directors of Agriculture, and two Directors of Settlement and Records of Rights. We have proposed their amalgamation, and after amalgamation these two Directorates will be classed as Class I Directorates. As regards Director of Commerce and Industries, we have raised the status of this Directorate in view of Industrial Development and for which an officer of higher merit will be required. As a matter of fact till 5 years ago, the former incumbent of the post was drawing Rs. 1,500 p.m. At present the pay of the Directors classed as Class II is Rs. 1,200 or Rs. 900-1,200, excepting the Controller of Broadcasting who is in the scale of Rs. 500-50/1-1,000. In view of the increasing importance of this Department, and for sake of uniformity we have included this Directorate in Class II.

We propose the following scales of pay of Directors.

- | | | |
|--------------------|----------|----------------------|
| 1. Directors Class | .. I. | Rs. 1,200-50/1-1,500 |
| 2. Director | „ .. II. | „ 800-50/2-1,150 |

The pay of Deputy Director and Assistant Director will be as follows:—

- | | | |
|--------------------------------|-------|------------------|
| 1. Deputies to Directors Class | I. | Rs. 600-50/2-900 |
| 2. do do | „ II. | „ 500-25/2-750 |
| 3. Assistant do | „ I. | „ 300-25/2-500 |
| 4. do do | „ II. | „ 200-25/3-400 |

Pay of the H.C.S. Officers.

We have stated in the preceding para our views regarding the constitution of the H.C.S. We now proceed to consider the scale of pay for the officers of this particular service. At present officers recruited for the Finance Department are placed, in the first instance, in the scale of Rs. 300-35-1,000, while their confreres in

the other Departments are given Rs. 300-50/2-600, and get promoted to higher scales of pay when placed in charge of districts as

I. Taluqdars.

II. District Superintendents of Police.

III. District Judges.

The lack of uniformity in the scales of pay of the officers of the H.C.S. serving in different departments has resulted in anomalies, and we are given to understand to some amount of heart-burning amongst the officers themselves.

This state of affairs will not remain if the principle of interchangeability, which we have recommended, is accepted. All civilian officers should have equal opportunity, irrespective of the departments they are serving in of rising to a certain level of pay, until such time as they reach the extra cadre selection posts.

Another principle, which we will like to enunciate is that the H.C.S. should form a Corps of officials trained in general administration interchangeable between some of the important departments who because of their varied experiences and special training would be equipped to hold higher administrative appointments. The members of this service shall thus be in possession of a wide outlook in matters of policy and administration.

Taking these into consideration we feel that there is a strong case for giving the future recruits to the H.C.S. a uniform time scale of pay, which should be distinct from the scales of pay that may be fixed for the particular posts in the various departments.

We recommend that the scale of pay of the H.C.S. Officers irrespective of the post they may be holding, or the Department they may be serving in, should be fixed as follows:—

Junior Scale.

Senior Scale.

Rs. 300-50/2-600.

Rs. 650-50/2-1,000.

H.C.S. Taluqdars and Heads of Departments (Class II) will receive pay of the Senior scale of H.C.S. + special pay of Rs. 150.

In fixing the above rate, we had before us, the now prevailing conditions in the Revenue Department where a Civilian 2nd Taluqdar in the scale of Rs. 300-50/2-600, ordinarily, attains the rank of a 1st Taluqdar after about 12 years of service, and starts drawing Rs. 900, at which stage he has to stay until the completion of 15 years total service and 3 years service as a First Taluqdar, so that he reaches his maximum of Rs. 1,200 after a total service of 25 years. In the proposed scale, a civilian, if he does not in the meanwhile, reach any of the extra cadre selection posts, will attain his maximum of Rs. 1,000 after completion of 25 years service. Our proposal will not, on the whole, result in any extra cost to the Government.

A certain proportion of higher appointments in all administrative departments open for the H.C.S., should be earmarked for the H.C.S. Officers, these posts to be regarded as senior scale posts for the H.C.S. For instance, in the Revenue Department, the post of 2nd Taluqdar will be of junior scale for H.C.S. and the posts of 1st Taluqdars, to the extent of 50 per cent. will be deemed of senior scale for them. H.C.S. officers will be promoted to these posts to the extent of percentage fixed for them and non-civilians will have chances of promotion according to the rules in force. There will be no dispute of seniority between the H.C.S. and non-H.C.S. Officers, as the H.C.S. and non-H.C.S. cadre will be quite distinct and thus both will get promotions in their own cadre. On promotion to the selection extra cadre posts the H.C.S. Officers will receive the pay of the appointments.

DEPARTMENTS.

It is our painful duty at the outset to record our difficulties in arriving at the tentative proposals detailed in the following paragraph with regard to each of these Departments. We have been sorely handicapped in two ways:—

- (1) through the non-co-operation from certain Departments in the matter of responding to our questionnaire in time, and
- (2) for the fact that most of the Departments considered our existence as a means of arraying their grievances and asking for

increase in establishment and expenditure rather than proposing economies and retrenchment.

REVENUE DEPARTMENT.

Atiyat Appeal Committee.

We are of opinion that the possibility of amalgamation of the Judicial Committee and Atiyat Appeal Committee should be investigated by Government. If however the Atiyat Appeal Committee is retained and a salaried member is appointed his scale of pay should be the same as that of the Controller General of Accounts and Audit, *viz.* Rs. 1,700-75/1-2,000.

REVENUE DISTRICT ADMINISTRATION.

In arriving at the conclusion relating to the Revenue Department, we have been handicapped by the fact that this Department has not co-operated with us. We feel that the scales of pay of the administrative officers of the Revenue Department should serve as a model for the other Departments, and as such, we have been constrained to proceed to examine the scales of pay of the Revenue Officers after waiting patiently for several months to get any response from the Departments.

- (a) Subedars—The existing emoluments of the Subedars are Rs. 1,500+150 House Rent +100 motor car allowance or Rs. 1,750 in all. The Mir Khan Report recommended a fixed pay of Rs. 1,500+100 motor car allowance and the Financial Secretary's note thereon suggested a scale of Rs. 1,500-50-1,800. The pay of Commissioner in a few of the British Indian Provinces is Rs. 3,500, but in the majority of the Provinces it is Rs. 3,000. The Revenue Commissioners in Mysore and Kashmir are paid respectively, Rs. 1,400 and 1,200-60-1,500. It will thus be seen that the emoluments of our Subedars do not compare favourably with those of their confreres in British India, but are more liberal than those of the Commissioners in two of the major Indian States.

We have taken note of Mr. Crofton's suggestions as included in the Mir Khan Report regarding the status of Subedars, and we feel that the question of fixation of the emoluments of these posts is closely connected with the question of the pay of the Secretaries to the Government. We recommend that the pay of Subedars should be fixed at Rs. 1,500. They should also continue to be provided with rent free unfurnished bungalows and in places where no such residential buildings are available, the Subedars should be given a House Rent Allowance of Rs. 150 in lieu of rent-free quarters. As suggested separately we do not recommend the continuance of the Motor Car allowance.

- (b) *First Taluqdars*:—The present scale of pay of First Taluqdars is Rs. 900-100/3-1,200, and the incumbents are precluded from drawing their first increment until they have completed 15 years of service. This scale of pay does not compare favourably with the rate of Pay of Collectors in British India, which is Rs. 1,000-2,250 for the I.C.S. The Kashmir rate is Rs. 700-900 and in Mysore the Deputy Commissioners are paid Rs. 800-1,000 and 1,200. Mr. Mir Khan and Finance Secretary recommended scales of pay of Rs. 750-50/2-1,000-50/- 1-1,200 and Rs. 900-30/1-1,200 respectively.

Taking all the circumstances of the case into consideration, we propose that the pay of Taluqdars should be the same as Nazims Class II, *viz.*, Rs. 800-50/2-1,150.

The First Taluqdar, Baghat District should not be paid the motor car allowance which is paid to him at present. We consider that the grant of Personal Travelling Allowance would recompense him for the frequent short journeys he has to perform within five miles of his headquarters, for

which Travelling Allowance is not admissible under the rules of the H.C.S. regulation.

(c) *Second Taluqdars*.—We recommend that the pay of the II Taluqdar should be in the scale of Rs. 300-25/2-500 as against the present scale of Rs. 300-50/2-600.

(d) *Tahsildars*.—We do not recommend any change in the scale of pay of Tahsildars, viz. Rs. 200-25/3-400.

EXCISE AND CUSTOMS DEPARTMENTS.

Commissioner Customs Department will be a First Class Nazim. The Committee does not find any justification for giving the Commissioner Customs and Excise Departments the status of Subedars. Scales of pay of Deputy Commissioners, Assistant Commissioners Customs and Excise Departments will be as follows:—

1. Deputy Commissioner	..	Rs. 600-50/2-900.
2. Assistant do	.. ..	„ 300-25/2-500.
3. Superintendents	.. ..	„ 300-25/2-500.
4. Superintendent, Alcohol Factory	..	„ 300-25/2-500.
5. Chief Appraiser	.. ..	„ 300-25/2-500.

The Committee is of opinion that the posts of Assistant Superintendents, Customs and Excise should be retrenched. There is no justification for the existence of these posts. Superintendents of selection grade are not necessary. The post of Assistant Flying Squad should be retrenched.

The grade of Inspectors (designated as Amins in the Customs Department) in the Excise and Customs Departments should be the same, viz., Rs. 100-10/2-200, and the selection grade of 200-10/1-250. The posts of selection grade Inspectors will be 10 per cent. of the total strength.

Forest Department.—The Committee considers that the Inspector-General of Forests should have the status of a First Class Nazim and receive the same pay as fixed for this Class of Nazims, viz., Rs. 1,200-1,500. For purposes of status and pay, conservators will be classed as Deputy Directors (1st Class) and receive pay in the scale of Rs. 600-50/2-900. The revised scale of pay of Assistant Conservators will be Rs. 300-25/2-500-50/2-850,

SETTLEMENT AND RECORDS OF RIGHTS DEPARTMENTS.

There is already a proposal to amalgamate the Settlement and Land Records and Records of Rights Departments. When the amalgamation is effected, it will be necessary to appoint a very experienced and honest Revenue Officer for the post of Director of the amalgamated Departments of Settlement and Record of Rights. The status and pay of the post should, therefore, be that of the First Class Nizamat. The scales of pay of other posts will be as follows:—

1. Naib Nazim	..	..	Rs. 600-900.
2. Assistant Nazim	..	..	„ 300-500.
3. Deputy Assistant	..	..	„ 200-400.
4. Probationers	..	..	„ 100-150.
5. Superintendent Ambar Khana	..	..	„ 200-400.

AGRICULTURE DEPARTMENT.

We are of the opinion that the existing bifurcation of the Agricultural Department is not necessary. The two posts of Directors, Research and Propaganda should be amalgamated, not only for reasons of economy but also for the better administrative working of the Department. After the merger the Directorate should be given the status of 1st Class Directorate and the pay of the post fixed accordingly, provided a suitably qualified officer is available.

After amalgamation, there should be two posts of Deputy Directors in the grade of Rs. 600-50/2-900.

The pay of the Technical Officers like the Economic Botanist, Agricultural Chemist, Entomologist, etc., should be Rs. 350-25/1-750.

The grade of other officers in the Department like Assistant Nazim and the Research Assistant should be Rs. 200-25/3-400.

Marketing Officer's grade should be (Rs. 350-25/1-750 and that of Marketing Survey Officer Rs. 200-10-300.

CO-OPERATIVE DEPARTMENT.

We propose the following scales of pay:—

- | | | |
|-------------------------------|-------|--------------------|
| 1. Registrar | .. .. | Rs. 800-50/2-1,150 |
| 2. Assistant Registrar | .. .. | „ 300-500 |
| 3. Deputy Assistant Registrar | .. .. | „ 200-400 |

As regards Assistants if they are of senior cadre they should be fixed at (Rs. 300-25/2-500) and for junior the scale should be at (Rs. 200-25/3-400), and the posts of Assistant Registrar special grade be abolished.

VETERINARY DEPARTMENT.

- | | | |
|--------------|---------------|--|
| 1. Director | .. 1,000 | Rs. 800-50/2-1,150. |
| 2. Registrar | .. 300-25-400 | Ordinary Registrars' posts are allowed to the Secretariats. As the Veterinary Department will be a Class II Directorate, the continuance of the post of the Registrar is wholly unnecessary. |

Assistant 1 250-25/2-500 300-25/2-500.

Assistant 2 1(75) D.A 200-25/3-400.

STATISTICS DEPARTMENT.

The Committee considers that the Reorganization of the Statistics Department is overdue and should be taken up forthwith. In future this Department should be made responsible for the collection of all Statistics—Commercial, Industrial, Financial and Agricultural, etc. After the suggested Reorganization has been completed the Department should be transferred from the Revenue Secretariat to the Commerce and Industries Secretariat and the Director, Statistics Department classed as a Second Class Nazim.

FINANCE DEPARTMENT.

The Finance Department had under contemplation a scheme for its reorganization which has since received the sanction of H.E.H. They desire to constitute separate services for the Finance, and the Audit and Accounts Departments. We have been shown the details of the proposed scales of pay for the officers of the Audit and Accounts Department.

The following table compares the existing and the proposed scales:—

PRESENT		PROPOSED	
Designation	Pay	Designation	Pay
	Rs.		Rs.
1. Acctt.-Genl. ..	1,500	Controller General of Acctts. and Audit.	1,700-75/1-2,000
2. Dy. Acctt.-Genl...	(Consolidated). *1,050-50/1-1,200	Sr. Dy. Controller-General.	1,100-50/1-1,300
3.		Dy. Controllers ..	900-50/1-1,100
4. A.A.G. ..	300-35-1,000	Asstt. Controller-General	300-20/1-500-25/1-750.
5. Chief Supdt. ..	350-25-600	Jr. Asstt. Controller-General.	300-20/1-500
6. D. T. Os. ..	250-20/2-350	D. T. Os. ..	200-25/3-400

* The grant of first increment in this grade is admissible after completion of 18 years service.

The revision in the scale of pay of the officers of the Accounts Department, we are informed, is likely to result in a saving of over Rs. 16,000 per annum.

The Financial Secretary has made it clear that a reduction in the scales of pay of the officers of the Finance Department will be acceptable only in case the other Departments agree to a likewise reduction that may be proposed for their officers of similar status.

We also agree to the adoption of the proposed rates of pay for the officers of the Accounts and Audit Department.

MINT.

If it is decided to employ a whole-time Mint Master, his pay should be the same as that of a Superintending Engineer, viz., Rs. 1,000-1,250, as he will be a technical man.

1. Assistant Mint Master.
2. Bullion Superintendent.
3. Engineer.

will be in the grade of Rs. 300-50/3-500. The Committee is of opinion that the Superintendent, Mint Guards, should be an Officer of the status and pay of Inspector of Police. There is no necessity to keep a highly paid Superintendent, such as the present one, for the guard the strength of which is only 50.

Scale of pay of Deputy Assistant Superintendent Stamps will be Rs. 200-350.

Hyderabad State Life Insurance Department.

The Committee understands that a proposal for promoting an Insurance Company which would take over the work of Government Life Insurance is under consideration. The question of revision of scales of salaries of the State Life Insurance Department will be considered after the matter regarding the establishment of the Insurance Company has been finally disposed of.

JUDICIAL DEPARTMENT.

Judicial Committee.

The Committee considers that there is no necessity for this Appellate Court and it should be dissolved. If, however, it is decided to retain it, the scale of pay of the President and Members of the Committee should continue at the existing rates, as men of high legal attainments, vast judicial experience and unimpeachable honesty will be required to fill these posts, and it will not be possible to secure the services of such people if the existing rates of salaries, for these posts, are reduced. Under-Secretary and *ex-officio* Registrar of the Committee should have the same status as District Judges, and his scale of pay should be Rs. 500-700.

High Court and Other Courts.

We have given very careful consideration to the scales of pay of the Judicial Department and have also examined the scales of the neighbouring provinces and the states.

The following table compares the pay of the Chief Justice and the Puisne Judges of the High Court in Hyderabad and some of the Provinces and States.

	Hyderabad	C.P. and Berar	Madras	Bombay	Punjab	Bengal	Kashmir	Mysore
Chief Justice	Rs. 2,500	Rs. 4,166	Rs. 5,000	Rs. 5,000	Rs. 5,000	Rs. 6,000	Rs. 2,000	Rs. 2,000
Judges ..	2,000	3,333	4,000	4,000	4,000	4,000	1,800 1,500	1,500

In view of the above figures, we consider that the existing scales of pay of the Chief Justice and Judges of the High Court are reasonable and do not justify any reduction.

1. Sessions Judges (4 posts) 1,000-40/1-1,200.
2. Sessions Judges (2 posts) 1,200-50/1-1,400.
3. Addl. Sessions Judges. 800 fixed.
4. Dist. Judges. 500-25/1-700.
5. Munsiffs Class I. 300-25/2-500.
6. Munsiffs Class II. 200-25/3-400.

In future the Registrar of the High Court should be an officer of the rank of an Additional Sessions Judge, and the Assistant Registrar of the rank of a District Judge.

The pay of the Chief Superintendents of the High Court should be the same as that of the Munsiffs Class II. We would, however, bring it to the notice of the Sub-Committee for the Judicial Department to examine the necessity, or otherwise, of retaining these posts. We feel that three Chief Superintendents are in excess of requirements.

JAILS DEPARTMENT.

The present position of the posts and scales of pay of officers in the Jail Department and the scales and posts now proposed by the Department are shown in the following table:—

PRESENT			PROPOSED BY THE DEPARTMENT		
Posts	No.	Pay	Posts	No.	Pay
Asstt. Dir.-Genl. ..	1	Rs. 550-25-800	Asstt. D.-G. ..	1	R. 1,200-50-1,500
Superintendents ..	3	350-50/2-600	Superintendents ..	3	450-30-900
Asst. Supdts. ..	2	200-20/2-300	Asstt. Supdts. ..	2	250-25-500

We feel that no case has been made out for the proposed increase in the scales of pay of the officers of this Department. So long as the D.-G., District Police, remains in charge of the Jails Department there is no justification for having a highly paid officer in the grade of 1,200-50-1,500, as Assistant Director-General in charge of Jails.

We recommend that the scale of pay of the Assistant Director-General, Jails, should be the same as may be fixed by the Council Sub-Committee for Retrenchment for the D. S. Ps.

The scale of pay of the Jails Superintendents should be Rs. 300-25/2-500, the same as has been recommended for the II Taluqdars of the Revenue Department. The scale of pay of the Assistant Superintendents should be equivalent to that of the Tahsildars, *viz.*, Rs. 200-25, 3-400.

Registration Department.

If it is decided not to abolish the post of Inspector-General of Registration this post should be classed as a Second Class Nizamat. Assistant Inspector-General will be put in the scale of Rs. 200-400, and so also the Registrar Balda.

Ecclesiastical Department.

The question of reviewing the number of Officers in any Department is outside the purview of this Sub-Committee but we feel that the number of Assistants in the Ecclesiastical Department is to some extent excessive. We bring this point to the notice of the Sub-Committee for the Judicial, Ecclesiastical and other Departments.

The majority opinion of this Sub-Committee is that, besides, the Nazim, there should be one Deputy Nazim (500-25/2-750) and 2 Assistants (200-25/3-400) for the the Nizamat including the office of the Sadaratul Aliya. The scale of pay of the Superintendent Auqaf should in future be Rs. 200-25/3-400. The post of the Special Officers should be in the same scale, and on temporary basis for a given period.

Commerce and Industries Department.

The scales of pay in the Secretariat should be regulated according to our general recommendation regarding Secretariat appointments. We, however, suggest that the Registrar's appointment if its continuance is considered necessary should in future carry the pay of 200-25/3-400 as for Tahsildars. As regards the scale of pay for the Assistant Directors we recommend that it should not be more than Rs. 300-25/2-500. The retention of the post of the Personal Assistant to the Director cannot be justified.

We consider that in the interests of industrial development of the country appointments of various technical experts may occasionally be found necessary, and until such time as qualified local men are not available to replace them, the policy should be to get the best men available from outside, on suitable terms, and for a stated period, ordinarily not exceeding 3 years in each case, during which time every endeavour should be made to have technically qualified Mulki trained under them.

Chief Inspector of Factories and Boilers.

We consider that the duties attached to the post of the Chief Inspector of Factories and Boilers are of a technical nature, and as such we recommend that the salaries of the appointments in that Department should bear analogy to scales of pay in the Public Works Department and therefore we suggest the following rates of pay:—

	Present	Proposed
	Rs.	Rs.
1. Chief Inspector of Factories and Boilers	700-100/3-1,200	500-50/2-850
2. Boilers Inspector	300-20-500-25-600	300-50/3-500
3. Factories Inspector. . .	260-15-500	250-10-450

Electrical Department.

Provision for inspection of Electrical installation is necessary, but we are not convinced that for this work a separate high paid whole-time officer is really necessary. We therefore, recommend that this post should be amalgamated with the post of Chief Inspector of Factories and Boilers. In some British Indian Provinces, functions of Electrical inspections are performed by Inspector of Factories. There is already a staff of four officers for Factory inspection and one of the officers may be required to have Electrical qualifications.

Government Central Press.

We recommend that in future the officer-in-charge of Government Printing and Stationery should be given the same scale of pay as has been suggested by us for the Executive Engineers. The Officer should be given two Assistants on 200-25/3-400 against the existing two on 300-50/2-600 and 250-15/1-400.

Postal Department.

The scales of pay should be as follows:—

1. P. M. G. .. 800-50/2-1,150
2. Dy. P. M. G. .. 500-25/2- 750
3. Asstt. P. M. G. .. 200-25/3- 400
4. Supdt. Post Offices.. 200-25/3- 400

Mines and Geological Department.

We suggest the following scales of pay:—

	Present	Proposed
Director	1,200	800-50/2-1,150
Asstt. Mining Engineer ..	400-25/1-600	300-50/3-500
Petrologist	600-25-800	*500-50/2-850
Chemist	300-50/2-600	†300-50/3-500
Geologist	600-25-800	*500-50/2-850
Do	300-50/2-600	†300-50/3-500

* Same as Executive Engineer, P.W.D.

† Same as Asstt. Executive Engineer.

Supply and other Departments created due to the War.

We consider it unnecessary to make any recommendation in regard to the scales of pay for the officers of the Department, in view of its being of temporary nature. We should, however, suggest that the scales of pay in all such Departments which may be set up temporarily to meet a given emergency should not be in excess of those prevailing in the parallel regular Departments.

Information Bureau.

The present scales of pay of officers in the Information Bureau, and the scales now proposed by the Department and by us are shown below:—

	Present	By Department	Proposed by us
	Rs.	Rs.	Rs.
1. Director ..	1000-50-1,200	900-60/2-1,200	800-50/2-1,150
2. Asstt. Director ..	300-50/2-800	500-100/3-900	300-25/2-500
3. Do ..	250-25/2-400	300-50/3-600	200-25/3-400

Broadcasting Department.

The following table compares the existing and the proposed scales of pay of officers in the above Department.

	Present	By Department	Proposed by us
	Rs.	Rs.	Rs.
1. Controller ..	500-50/1-1,000	900-60/2-1,200	800-50/2-1,150
2. Broadcasting Engineer ..	900-50/1-1,200	500-100/3-900	500-50/2-850
3. Asstt. Controller	250-25/2-400	200-20/2-400	200-25/3-400
4. Station Director Hyderabad ..	500-30/1-800	500-100/3-900	500-50/2-850
5. Station Engineer Hyderabad ..	450-50/2-600	300-50/3-600	300-50/3-500
6. Station Director Aurangabad ..	300-25/2-500	300-50/3-600	200-25/3-400
7. Station Engineer Aurangabad ..	300-20/1-600	300-50/3-600	300-50/3-500
8. Asstt. Engineer .	250-25/2-400	200-20/2-400	200-25/3-400
9. News Editor ..	300	300-20/2-400	200-25/3-400

The adequacy or otherwise of the number of posts in the Broadcasting Department is being separately examined by the Sub-Committee concerned.

EDUCATION.*Osmania University.*

The Committee consider that the question of determining the scales of pay for the teaching staff of the Osmania University has recently been looked into by a Cadre Committee appointed by the Government. Their recommendations as accepted by the Government do not permit of any further reduction in the scales of pay, with which we also agree.

The pay of the Pro-Vice-Chancellor of Osmania University should be Rs. 2,000.

The appointment of the Registrar, Osmania University will be on tenure basis for four years. He will receive his grade pay and a local allowance of Rs. 100 per month.

Nizam College.

The scales of pay for the Nizam College should follow those recommended by the Cadre Committee in respect of the teaching staff of the Osmania University except that the scale of the pay of the Principal shall be 1,200-1,500, and he should not receive any Boarding House or Mad-rasa Aliya allowance. The scale of pay of the Vice-Principal will be Rs. 1,000-50/1-1,200 without any allowance.

Director Public Instruction.

The D. P. I. should be classed as a Director Class I, but his pay should be fixed at Rs. 1,500 p.m. for the following reasons:—

- (a) This post will require a technically qualified expert officer.
- (b) When (1,200-1,500) is proposed for the Principal, Nizam College whose responsibilities are undoubtedly less important than the D. P. I. the Committee, as a special case, recommends Rs. 1,500 for the D.P.I. in the same way as for the Medical and some other Departments.

The present scales of the officers of the Education Department should remain as they are except in the following cases:—

1. The grade of Nazirul Qura in future should be (150-5/1-200).
2. In order that the posts of the Principals Intermediate Colleges should be interchangeable with the University Professors, we recommend that the scale of pay of Principal, City Intermediate College and others should be fixed at Rs. 500-1,000 without any allowance. The grade of the Principal, Nampalli Girls' School will continue to be 500-30/1-800. If the Darul-Uloom High School is given the status of an Inter-

mediate College then the grade of the Principal shall be 500-1,000, otherwise it continues to be Rs. 500-300/1-800.

In the opinion of the Committee, the existence of the College for Physical Education has not served any useful purpose. The Principal of the College is being given a salary which is more than what the D. P. I. himself receives and the emoluments attached to the post are wholly out of all proportion to the importance and duties of the post. We would recommend the total abolition of this institution. If, however, the Government as a matter of policy, considers it feasible to continue the College, the Principal or the Officer-in-charge should not be given a scale of pay more than what is given to the Tahsildars. We really regard it as scandalous that the Principal of this College should be given more pay than the D. P. I. himself.

The pay of the Lady Trainer Girls' Guide should be fixed at 300.

We regard the appointment of a Chief Inspectress of Schools as unnecessary in view of the fact that there is an Inspectress of Schools for each of the Subhas. The post which is unfilled now should be abolished.

The pay of the Principals of the technical colleges affiliated to the Osmania University, like the Engineering and the Medical Colleges shall be Rs. 1,200-500/1-1,500, without any allowance.

The pay of teaching staff in other Technical Colleges will be the same as has been fixed for the various grades of the teaching staff of the Osmania University.

Mahbubia Girls School.

We note that the Mahbubia Girls School has always been treated on an altogether different footing from other similar institutions. We hold that this may have been justified in the past, when there was an extreme paucity of educated mulki ladies to take up appointments as School Mistresses. This necessitated the recruitment of European School Mistresses with unusual concession in the shape of enhanced scales of pay in B.G. Currency and rent free residential quarters, etc. Times have changed now and sufficient number of Lady graduates have qualified themselves during the last twenty-five years to take

up these duties. The appointment of European School Mistresses to those posts does not therefore appear necessary, except that we may need one for English. Once this principle is accepted the scale of pay of the Lady teachers should be the same as may be fixed for other teachers in the educational institutions for females of Education Department. In case of future vacancies Mulki Ladies should be appointed in future. This School should be of the status of an Intermediate College, and the Principal's grade should be of 500-1,000. The scale of pay of other teachers will be the same as that of Teachers of other Girls' schools.

Asafia Library.

The proposal of the Department is to give the present Superintendent (300-20-500), instead of (250-400) and to create a post of Assistant Superintendent of (250-400). The Committee feels that in view of the responsibilities attached to the post of the Superintendent, it is not necessary to have an Assistant as proposed by the Department. The Committee is not competent to consider proposals for the creation of new posts. Taking everything into consideration the scale of pay for the Superintendent may be fixed at Rs. 200-25/3-400.

Nizamiah Observatory.

We have carefully considered the question of reduction of scale of salary of Director, Nizamiah Observatory. The Nizamiah Observatory occupies an International position and the Director will have to be a man of very great ability and talents.

We therefore, consider that any reduction in the scale of pay of this post is not possible.

Archaeological Department.

We have recommended the following scales of pay for this Department:—

	Present	Proposed
Director	.. 600-50/1-1,200 +200 B.G.	Same as Director Class II.
Asstt. Director	.. 300-25/2-500	Same as 2nd Taluqdars.
Curator	.. 200-10/1-300	150-300 (should be considered as Non-Gazetted post).

Daftar-e-Diwani.

After very careful consideration the Committee considers that the existing Gazetted staff of the Daftar-e-Diwani is very excessive, and there is considerable room for retrenchment and reorganization of the cadre and overhauling of the Gazetted staff are also imperative as no work in connection with the correct classification of papers and historical research has been taken up so far in the Department.

The Gazetted staff and the scale of salaries should be as follows:—

1. Nazim (1 post). Rs. 800-50/2-1,150.
2. Naib Nazim (1 post). Rs. 500-750.
3. Asstt. Nazim (Atiyat Section) (1 post).
Rs. 300-500.
4. Asstt. Nazim (1 post). Rs. 200-400.

We are of the opinion that the present Nazim should be transferred to some other Department and in his place an able man expert in historical research work should be appointed as Nazim. If a technical man holds the post of Nazim, the Naib Nazim should always be a non-Technical man with administrative experience. If it is not possible to transfer the present Nazim, the post of Naib Nazim should be filled by a Technical man, and in that case the scale of pay of the Naib Nazim would be the same as that of Professors of the Osmania University, viz., Rs. 500-30/1-800-50/1-1,000.

We have proposed the grade of Assistant Nazim, (Atiyat) Rs. 300-500, so that it may be possible to appoint officers of the cadre of second Taluqdars to this post on tenure basis.

Public Works Department.

We consider that the post of Consulting Engineer should ultimately be abolished. This was created on personal grounds in view of the eminent position and services rendered by the present holder and when he vacates the post it need not be filled up.

In the reorganization of the P.W.D. two posts of Chief Engineers have been sanctioned, but actually there

is at present only one officer of that rank who also acts as Secretary, P.W.D. We suggest that the unfilled post of the second Chief Engineer should be reduced, or in the alternative an officer of the rank of Superintending Engineer may be appointed to assist the C. E. We are not in favour of the functions of a Chief Engineer and Secretary being vested in one office as at present. The salary of the Chief Engineer should be equivalent to that of Secretaries to Government, *viz.*, Rs. 1,600 which is almost equal to the new rates of pay for C. Es. in British India Provinces, *e.g.*, Madras, 1,500-150/2-1,800. As the question of determining the number of posts in the various departments is outside our sphere of investigation, we recommend that the above suggestions may be brought to the notice of the Sub-Committee for the P.W.D.

In recommending the scales of pay given below for the Engineering Department we have not lost sight of the contention so ably put forth by the C. E., that the appointments in the P.W.D. are technical requiring specialised training and qualifications and that, therefore, the pay of the officers of this Department who are equipped with these qualifications should be on a better scale than that which may be fixed for the other departments, and that such scales should compare favourably with the H. C. S. scales of pay. We admit that there is some force in the argument in so far as it relates to the specialised technical qualifications required of the officers of the P.W.D. at the time of their initial appointments. We are, however, not prepared to accept that the responsibilities ordinarily attached to the post of the Executive Engineer in the Districts are as onerous or as difficult as those of a Taluqdar or a D. S. P. The administration of a whole District or the maintenance of Law and Order in a District calls for greater responsibility, power of judgement and capacity to arrive at momentous conclusions on the part of the Revenue Department or the Police Officers than the qualities required in the officers of the Public Works Department, who have ordinarily to look after the maintenance work, such as the upkeep of roads and buildings or reservoirs. When new constructions and original works of any magnitude are taken in hand, generally a new temporary Division is brought into creation and this does not form part of the ordinary duties of the Departmental Officers. Taking all the circumstances into con-

sideration we recommend as follows:—

	<i>Present.</i>	<i>Proposed.</i>
1. Chief Engineer ..	1,800	1,600
2. Supdtg. „ ..	1,500	1,000-50/1-1,250
3. Executive Engr. ..	600-100/3-1,200	500-50/2-850
4. Asstt. Engineer ..	400-25/1-600	300-50/3-500
5. Sub-Asstt. ..	325-25/2-500	200-15/2-330

The following table compares the existing and the proposed scales of pay in Hyderabad and British India provinces.

Public Works Department.

	Bombay	C. P.	Bengal	Bihar
1. Chief Engineer	1,500-100/1-1,700	1,250-100/1-1,750	Not available	1,250-100/1-1
2. Superintending Engineer ..	1,100-75/1-1,300	1,000-50/1-1,200	1,150-75/2-1,300	1,000-50/1-1
3. Executive Engr.	350-900	375-800	500-50/2-1,000	400
4. Asstt. Engr. ..	200-500	250-550	150-650	250

Electricity Department.

We are of opinion that the Balda Electricity Department and the District Electricity Department should be amalgamated. In view of the fact that in the Post War Development, there will be considerable expansion of Electricity and Hydro-Electricity, the amalgamated Directorate should be classed as a First Class Nizam and the Director, Electricity Department should receive pay in the scale of Rs. 1,200-1,500, as a man of very high technical qualifications will be required. The pay of the posts mentioned below, will be fixed as follows:—

1. Deputy Director .. The grade of Superintending Engineer, viz., Rs. 1,000-1,200.
2. Mechanical Engineer. }
3. Electrical Engineer. . }

The grade of Executive Engineer, viz., Rs. 500-850.

4. M a i n s Superintendent	}	The grade of Assistant Engineer, viz., Rs. 300-500.
5. Consumers Engineer		
6. Assistant M a i n s Superintendent	}	The grade of Sub-Assistant Engineer, viz., Rs. 200-350.
7. Assistant C o n - sumers Engineer		

The existing post of Registrar should be reduced, and in its place the post of non-technical Assistant Director in the grade of Rs. 300-400 may be created to help the Director in office work. The post of Personal Assistant should be retrenched.

Telephone Department.

We are of opinion that if the Telephone system is extended after the war, the status of the post of Superintendent Telephone Department should be raised to that of the Executive Engineer, and the scale of pay of the post should be Rs. 300-850. Since the existing scale of pay of the Superintendent is Rs. 400-600, the revised scale will be 300-500.

The Committee is of opinion that the Telephone Department should be a part of the Postal Department and the Postal Department should be under the Communications Secretariat.

City Improvement Board.

The revised scales of pay of the following posts of the City Improvement Board, will be as follows:—

1. Nazim Scale of pay of Superintending Engineer, P.W.D. viz., Rs. 1,000-1,250.
2. Divisional Engineers. Scale of Assistant Engineer, P.W.D., viz., Rs. 300-500.
3. Sub-Engineers .. Scale of Sub-Engineer, P.W.D., viz., Rs. 200-350.

The Committee is of opinion that the post of Chief Superintendent in this small office is unnecessary and should therefore be retrenched.

Well Sinking Department.

As regards the grade of the Well Sinking Engineer and Mechanical Engineer, the Committee has decided that the grade of the Engineer, should be the same as that of the Executive Engineer, viz., 500-850, and that of the Mechanical Engineer be equivalent to the grade of a Sub-Assistant Engineer of the P.W.D., viz. 200-350.

Miscellaneous Departments.

The scale of the following miscellaneous appointments will be as follows:—

- | | |
|--|--|
| 1. Superintendent, Public Garden | The Status of this officer should be reduced to that of a Superintendent and his scale of pay should be the same as that of an Assistant Director, Agriculture, viz., 200-400. |
| 2. Engineer, Drainage Department .. | Scale of pay of Executive Engineer, P.W.D., viz., 500-850. |
| 3. Assistant Engineer, Drainage Department | Scale of pay of Assistant Engineer, P.W.D., viz., 300-500. |
| 4. Sub-Engineer, Drainage Department .. | Scale of pay of Sub-Engineers, P.W.D., viz., Rs. 200-350. |
| 5. Engineer, Water Works. | Scale of pay of Executive Engineer, P.W.D., viz., Rs.500-850. |
| 6. Assistant Engineer, Water Works .. | Scale of pay of Assistant Engineer, P.W.D., viz., Rs.300-500. |

Medical Department.

We have already suggested that the post of the Director, Medical and Public Health Department should be classified as a Class I Director's post. But we do not consider that the scale of pay which we have recommended for the Class I, Nizamats of the other administrative Departments would be in keeping with the highly specialized qualifications that will always be needed for the incumbent of this post. We consider that the Director, Medical and Public Health Department should be treated

on the same footing as the D.P.I., in whose case we have recommended a slightly higher scale of pay than the other Class I, Medical and Public Health should be given the same pay as has been recommended by us for the Subedars, i.e., Rs. 1,500 p.m. without any allowance.

The Deputy Director, Medical and Public Health Department should be given the same pay as the Civil Surgeons plus a special pay of Rs. 150 on conditions:—

- (1) that the Deputy Director will not be allowed private practice, and
- (2) that the appointment will be on a tenure basis for 3 years.

It was decided to do away with the discriminating treatment as suggested by the 'Pay and Allowances Sub-Committee' for appointments to the posts of Assistant Civil Surgeons between persons holding European qualifications and Indian degrees. It was agreed that the scale of pay of the Assistant Civil Surgeons should be fixed at 200-25/3-400 with the proviso that persons having high European qualifications like Fellowships of the Royal Colleges of Surgery and Medicine should be given a higher start in the proposed scale.

	Present	Proposed	Remarks
Director	1,800	1,500	Without any Allee. Same as Civil Surgeons+150 special pay (will not be allowed to practise and shall hold as a tenure post for 3 years).
Jy. Director ..	450-1,000	..	
Asstt. Director ..	300-800	300-25/2-500	
Civil Surgeons ..	450-1,000	400-20/1-740	Person with high European qualifications will be given certain credit in service to start him on higher pay Rs. 300.
Superintendent, Osmania Hospital ..	1,200	1,000	
Asstt. Civil Surgeon ..	200-400	200-25/3-400	
European degree-holders	} 100-25/6-175	No change.	
Asstt. Civil Surgeons Indian degree-holders)			
Sub-Asstt. Surgeon ..	100-25/6-175	Civil Surgeon's pay +100+100 Private practice and R.M.O.'s allowance.	
Resident Medical Officer ..	450-1,000+200 (R.M.O. and private practice allowance of Rs. 100 each		
Patron	800-400	250-10-350	
Pathologist ..	450-1,000	400-20/1-740	

Lady Doctors whether of the status of Civil Surgeons or Assistant Surgeons should be on the same scale of pay as has been laid down for the male doctors.

The following table compares the pay of the Officers of the Medical Department in Hyderabad and some of the British India Provinces:—

	Hyderabad Present	Hyderabad Proposed	Bombay	Bihar	C. P.	Bengal
Director Medl. Services designated as Inspector-General of Civil Hospitals in the British Indian Provinces	1,800	1,500	..	..	..	..
			3,000 (R e s e r v e d f o r I. M. S.)	2,750 480-750 (N o n I. M. S.)	2,750 300-800	3,000 450-85/2-750
Civil Surgeon ..	450-1,000	400-20/1-740	350-850 (N o n I. M. S.)	180-340	150-450	140-380
Asstt. Surgeon ..	200-400	200-25/3-400	200-400	..	Civil Surgeon grade	..
Dy. Director ..	450-1,000	400-20/1-740	..	..	Asstt. Surgeons, grade.	..
Asstt. Director	300-800	300-25/2-500	..	..	..	..

In view of the above figures we consider that the proposed scales of pay of the officers of the Medical Department are reasonable.

Unani Department.

<i>Unani.</i>	<i>Present.</i>	<i>Proposed.</i>
1. Nazim ..	500-50/1-700	No change
2. Assistant Nazim ..	200-25/2-400	200-25/3-400
3. Hakim Class I. ..	200-400	200-25/3-400
4. Hakim Class II. ..	150-200	No change
5. Hakim Class III.	80-125	No change

Nizamiah Medical College.

We suggest the following rates of pay:—

	Present	Proposed	Remarks
Principal ..	700	500-50/1-700	If the post is held by a whole-time person, his pay should be 500-50/1-700. If the Nazim Unani performs the duties of the Principal, he should be given an allowance of Rs. 100 in addition to his pay as Nazim.

	<i>Present.</i>	<i>Proposed.</i>
Professors ..	200-25/2-400	200-25/3-350
Assistant Surgeons ..	200-50/2-400	200-25/3-350
Superintendent Medical Stores ..	150-25/2-200	150-25/2-200
Asstt. Superintendent..	80- 5/2-125	80- 5/2-125

1. A. REVENUE SECRETARIAT AND REVENUE DISTRICT ADMINISTRATION.

The annual expenditure on the Revenue Secretariat and Revenue District Administration during the last five years has been as follows:—

REVENUE SECRETARIAT.

	Actuals 1350 F.	Actuals 1351 F.	Actuals 1352 F.	Estimate 1353 F.	Estimate 1354 F.
Salaries and Allowances	3,93,340	3,81,940	3,60,924	3,87,280	3,42,631
T. A. and Tour charges	19,160	17,197	16,293	15,660	15,660
Special charges and contingencies.	34,405	38,093	38,900	28,966	30,169
	4,46,905	4,37,230	4,16,117	4,31,906	3,88,460

RURAL RECONSTRUCTION SECRETARIAT.

Salaries and Allowances	33,253	32,091	23,689	29,760	44,736
T. A. and tour charges	1,234	1,575	1,053	1,300	1,300
Special charges and contingencies.	3,077	1,959	3,306	5,596	21,761
	37,564	35,625	28,048	36,656	67,797

REVENUE DISTRICT ADMINISTRATION.

Salaries and Allowances	26,87,698	23,43,434	23,18,758	23,46,250	22,35,300
T. A. and Tour charges	1,75,000	1,77,650	1,58,468	1,81,728	1,81,728
Contingencies and Special charges.	1,04,291	1,31,154	1,20,784	1,64,576	1,74,576
Total	29,66,989	26,52,238	25,98,010	26,92,554	25,91,604

ORGANISATION.

The Revenue Secretariat consists, at present, of one Secretary who also acts as Director-General, one Additional Secretary (Temporary), two Deputy Secretaries,

six Assistant Secretaries and one Registrar. There is also one Nazim Atiyat who is assisted by one Assistant Nazim Atiyat. The District Administration is mainly in charge of First Taluqdars under the supervision of Subedars.

OUR PROPOSALS.

The activities of the Revenue Department cover a very wide field. Besides the control and administration of the Secretariat, it is solely in charge of the districts and the Local Fund Administration. The Revenue Secretary combines in himself the functions of a Secretary as well as of the Director-General, Revenue and in this capacity has to tour the districts. He has to look after a number of income-earning departments, such as, Excise, Customs and Forests.

We gave very close attention to the possibilities of effecting economy in the various branches of this department with due regard to its importance and its ever expanding activities.

While examining the different aspects of retrenchment, we can ill afford to shut our eyes to the changes and developments in the administration and the out-look of life that will follow in the wake of the post-war reorganisation period. Old ideas and principles are undergoing change at a very rapid pace and giving place to new ideologies. In formulating our proposals we have to be very careful lest we lose sight of some of these factors.

With a view to obtain full and up-to-date information on the actual working and the requirements of this department, we examined senior Revenue Officers like Nawab Mahmud Yar Jung Bahadur, ex-Additional Revenue Secretary, Maulvi Abdul Basit Khan, ex-Subedar and Nazim Atiyat and Mr. Zahir Ahmed, Additional Revenue Secretary. From the trend of their evidence it transpires that in view of the activities of the different branches of the Revenue Department there is very little room for retrenchment. On the other hand this department is in need of thorough overhauling and reorganization, if it has to play its proper role in the near future. Some of the sections of the department will have to be thoroughly overhauled to suit modern conditions. The witnesses opined that a few cuts here and some reductions

there will not be of any avail, unless the whole question is gone into thoroughly and the defects removed at an early date. It was admitted that there is considerable room for improvement. The following factors have been responsible for the existing conditions.

1. Want of Office Manuals and office Instructions.
2. Lack of any system of training in office procedure and work.
3. Want of printed and standardised forms for preparation of statements, etc.

We see quite clearly that adequate steps for carrying out the necessary reforms in the direction referred to above and delegation of powers to the Subedars and Talukdars will have to be taken in hand forthwith if a high standard of efficiency has to be attained. The introduction of the reforms will not only improve the administrative machinery but result in considerable economy due to a substantial reduction in the staff and establishment.

We gave full consideration to the different aspects of the administration and the various suggestions pointed out to us and after mature deliberations have come to the following conclusions:—

A. 1. SECRETARY AND DIRECTOR-GENERAL, REVENUE.

This post carries with it very important duties of Secretariat work as well as of the direction of General Revenue. The Director-General has to tour the districts and to control the District and Local Fund Administration. A question was raised as to why the post of Director-General should not be curtailed. With a view to come to a correct conclusion, this question will have to be reviewed in the light of the policy of the Government. Another factor which has to be borne in mind in this connection is that the salary of the Director-General covers that of the Revenue Secretary and as such no extra expenditure is incurred on the Director-General. Opinion of the witnesses examined on this point was however divided. Having regard to the nature of duties assigned to the Director-General, coupled with the circumstance

that no additional expenditure is incurred on this post, we are of the opinion that this arrangement should not be disturbed, for the present, until Government decided to set up a Board of Revenue. If the Board of Revenue is established, Secretary, Revenue Department should cease to be Director-General, Revenue and the duties of this office should be transferred to the Board of Revenue. We would however like to make a few observations regarding the emoluments of the Director-General. We find that the pay of Director-General and Secretary is in the grade of B.G. Rs. 3,000-50-3,250, plus pension contribution Rs. 560-5-0 plus leave contribution Rs. 500 plus passage contribution Rs. 85. The total of these amounts works out to B.G. Rs. 4,145 and free House which is equivalent to about O.S. Rs. 4,835 plus free House. In other words Government has to spend on Director-General about Rs. 5,000 per month which is the salary sanctioned for the members of the Viceroy's Executive Council.

Without commenting on the policy of the Government, we are constrained to remark that the amount spent on the Director-General is highly excessive, for which there appears no justification. It will be well, if in future the Director-General is drawn from the cadre of junior officers and his salary including allowances, pension and leave contributions, etc., does not exceed Rs. 2,000 in all.

In case Government has to import an officer from outside to fill in this post, in view of its commitments, we would strongly urge Government to adopt one of these two courses in future.

1. Some officer in the Junior scale of service may be selected or
2. Some retired official of the rank of High Court Judge or equivalent rank from outside may be taken in, so that in no case the salary of this officer should exceed Rs. 2,000 including all allowances. We understand that in Mysore a number of retired British Indian Officers are employed to fill in important posts like those of Chief Justice and Accountant-General, etc. This arrangement proves less costly.

2. ADDITIONAL REVENUE SECRETARY.

This post although temporary carries with it a salary of Rs. 1,450. We understand that the creation of the post of Additional Revenue Secretary was mainly necessitated as the Secretariat has to cope with case work and appeals. This is not sound in principle. As a matter of fact, we are of opinion, that Secretariats should not be burdened with case work but concentrate chiefly on administrative duties. In the British Indian Provinces and Central Government, Secretariats have generally nothing to do with case work, which is in charge of Board of Revenue or other tribunals. If Government decide to set up a Board of Revenue, all the case work and appeals hitherto dealt with by the Secretariat should be transferred to this Board, so that there may be no necessity of retaining this post, at all.

3. DEPUTY SECRETARIES.

At present there are two Deputy Secretaries, one for Revenue and the other for Local Fund. The Deputy Secretary (Revenue), we understand, has much pressure of work, being in charge of all the branches of the Secretariat. He has to run the whole Secretariat in the absence of the Director-General on tour. The duties of Deputy Secretary, Local Fund, are no less exacting. In view of the fact that the work in the Local Fund is increasing and considerable improvement has to be made in this section the Deputy Secretary's post will have to be retained. In the present circumstances, therefore, no question of the reduction of these two deputies arises at all.

We understand that the Retrenchment Committee has proposed the creation of separate Secretariat for Local Self-Government, in connection with the scheme for reorganisation of Secretariats. If this proposal is accepted by Government, all the Local Fund work will be transferred to this Secretariat, so that there will be no necessity for retaining the services of Deputy Secretary for Local Fund work in the Revenue Secretariat.

4. ASSISTANT SECRETARIES.

A reference to the Budget will show that there are at present 6 Assistant Secretaries in the Revenue Secre-

tariat, 5 of whom are in the grade of Rs. 300-500 2-600, and one in the grade of Rs. 200-250 3-400.

During the course of evidence it has been pointed out by witnesses that in view of the magnitude of the work in the Secretariat and the future expansion of the activities of the department, it is not desirable to effect any reduction in the number of Assistant Secretaries, at the present stage. The Assistant Secretaries are at present not only entrusted with administrative duties but with case work as well, which makes huge demand on their time and attention.

If the proposal for the creation of the Board of Revenue is accepted by Government, all the case work will be transferred to this Board. Similarly there is a proposal for the delegation of powers to Subedars and Taluqdars. If these schemes materialise, the Revenue Secretariat will be relieved of much of its heavy responsibilities, so that there will be no necessity for retaining such a large number of Assistant Secretaries for this Secretariat. Nowhere in the British Indian Secretariats such a large number of Assistant Secretaries is maintained. With the introduction and enforcement of the schemes envisaged above, the number of Assistant Secretaries in this Secretariat may safely be reduced to two or three without any loss of efficiency.

The Pay and Allowances Sub-Committee in their Interim report have recommended that Assistant Secretaries (to be called Under-Secretaries in future) will draw their grade pay and a special allowance of Rs. 100 subject to the maximum of Rs. 500 including special pay.

5. NAZIM ATIYAT.

The post of Nazim Atiyat carries with it a salary of Rs. 1,500 together with an allowance of Rs. 150. We understand that Nazim Atiyat is vested with powers to hear and decide Atiyat cases up to the value of Rs. 1,000 and succession cases up to the value of Rs. 2,500, so far as Jagir lands are concerned. In view of the fact that Subedars are precluded from inquiring into Jagir cases, the main burden of deciding such cases falls on the Nazim Atiyat. During the course of evidence, it was suggested that if Subedars were vested with the powers of hearing Jagir cases up to the value of Rs. 5,000 (Inam cases) and

up to the value of Rs. 10,000 (Succession cases) the Nazim Atiyat would be relieved of a portion of his heavy duties and the number of cases fixed for his hearing would fall down considerably. If Government decided to set up a Board of Revenue, all the case work will be transferred to this Board and the post of Nazim Atiyat should be merged in this Board, so that there will be no necessity for this office to function separately.

6. ASSISTANT NAZIM ATIYAT.

We find that the Nazim Atiyat is assisted in his duties by one Assistant Nazim who is drawing salary of Rs. 500 plus an allowance of Rs. 100.

We do not consider that the duties of Nazim Atiyat are so exacting as to require the services of Assistant Nazim. Further in view of the proposals for the setting up of a Board of Revenue and delegation of powers to Subedars and Taluqdars, there will be no necessity for the retention of the post of Assistant Nazim. We would therefore strongly recommend that the post of Assistant Nazim Atiyat be retrenched forthwith, which will result in some saving.

7. GOVERNMENT PLEADERS.

A reference to the Budget will show that there are one post of senior pleader in the grade of Rs. 500 and two posts of junior pleaders in the grade of Rs. 300 sanctioned for the Revenue Secretariat. The tendency to retain the services of lawyers on fixed salaries for departments separately is not commendable, as it results in considerable loss to Government. We understand that departments like Customs and Excise, etc., have each been provided lavishly with the services of lawyers on handsome retainers. Apart from the fact that there is no such necessity for the departments to indulge in such luxuries, such a course of action is unthinkable in British India. In the High Courts of British Indian Provinces there are one Advocate-General and one Government Pleader to look after the Criminal and Civil cases on behalf of Government. Similarly in districts there are one Public Prosecutor and one Government Pleader in charge of Criminal and Civil cases, who work on remuneration basis in addition to a small retainer. In case of extra work, a panel of lawyers is maintained, who receive a scale of remuneration sanctioned by Government for

Criminal and Civil cases. The services of these lawyers are available for all departments of Government, so that there is no necessity for retaining the services of expensive lawyers for departments separately. This system is working very satisfactorily and economically in British India and there is no reason why similar procedure should not be adopted here. After giving the matter our closest attention, we are of the opinion that the posts of one Senior Government Pleader and two Junior Pleaders for the Revenue Secretariat is a waste of public money and as such these should be abolished forthwith. This will result in considerable economy without impairing efficiency.

8. ASSISTANT SECRETARY INCHARGE OF CANTONMENT WORK.

We find from the Budget that there is provision for one Assistant Revenue Officer in the grade of Rs. 300-50/2-600, who acts as Cantonment Officer. We understand that he deals with compensation cases relating to Secunderabad Cantonment. It appears that this post was created in view of the special requirements of the Cantonment area and the incumbent was an English knowing officer who was also acquainted with survey and settlement work. After examining the position carefully, we are convinced that whatever justification there might have been for the creation of this post in the past, there is no longer any necessity for retaining this post, now that the Taluqdari Baghat is functioning.

We would accordingly recommend that this post should be retrenched forthwith and the duties attached to this post entrusted to the Assistant to the Taluqdar Baghat whose duties are by no means very onerous or exacting.

This will result in saving without impairing efficiency.

9. CODIFICATION OF OFFICE MANUALS AND COMPILATION OF RULES AND INSTRUCTIONS FOR THE SECRETARIATS AND THE DEPARTMENTS.

The general trend of opinion as indicated in the evidence and memoranda received from the departments

agree that the present inefficiency and unsatisfactory outturn of work in the Secretariats and Departments are due to want of office Manuals, Codes and Instructions. In the absence of such Manuals, Codes and Instructions, no appreciable progress in office work is possible and the office staff have to wade through heaps of circulars and notifications spread over a number of years. The reason why the administration in British India is thorough and efficient can be ascribed to the fact that all the rules and regulations are available in codified form there. Over and above these there are office instructions for the guidance of officers and establishment, and regular arrangements for the training of new entrants. Here no serious attempt at such compilations has been made. We are aware that more than 10 years ago an attempt at such codification was made in the Revenue Secretariat, but it is regrettable that after a lapse of such a long period and after incurring so much expenditure, no appreciable result has been achieved, so far. This was due, in our opinion, to the fact that no check was exercised over the actual work of this compilation. After giving full consideration to the matter, we are emphatically of opinion that the work of compilation of manuals, rules and office instructions should be taken in hand on a large scale without any further delay. A time limit of one or two years should be imposed for the completion and submission of these codes. An Agency consisting of the seniormost officers and some members of the Executive Council should also be set up to supervise and check the progress of the work, periodically.

We are confident, that the adoption of the methods suggested above, will yield very satisfactory results. We are also of the view that with the adoption and introduction of these manuals, the procedure of work will become much simplified and will bring about an ultimate reduction in staff as well.

10. RURAL RECONSTRUCTION SECRETARIAT.

This Secretariat was created to deal with the various problems of reform and development relating to the Rural areas. At the time of Mr. Fazlullah's appointment to this Secretariat, it was understood that he would hold charge of this Secretariat, in addition to his own duties as Registrar Co-operative Societies.

that after Mr. Fazlullah's transfer, Mr. Syed Mohiuddin Ahmed Razvi was appointed as wholetime Additional Secretary, Rural Reconstruction Department and on the latter's promotion as Subedar the post of Additional Secretary was transferred to Revenue Secretariat and instead of that a wholetime Joint Secretary was put in-charge of the Department. This arrangement means additional expenditure.

We however understand that the whole position has been examined by the Secretariat Reorganisation Sub-Committee set up specially to consider the regrouping of Secretariats and that this Sub-Committee has recommended that the Rural Reconstruction Secretariat be merged with the Commerce and Industries Secretariat. In view of the above recommendations, we do not propose to make any recommendation in this behalf.

B. DISTRICT ADMINISTRATION.

1. SUBEDARS.

This post carries with it a salary of Rs. 1,500 besides allowance varying from Rs. 100 p.m. to Rs. 250 p.m.

All the witnesses examined by the Committee are agreed that the posts of Subedars should be retained, in view of the policy of the Government and the traditions built up by the institution of Subedari.

We are aware that some attempts made earlier to abolish these posts did not meet with any success. Even in the Presidency of Madras where this post does not exist, there is a move to create these posts, in view of the practical difficulties that are being experienced there. Coming to our own Dominions it cannot be denied that Subedars form an important link in the chain of administration and serve as channel between the Government and the District Officers.

With the delegation of powers to the Subedars and the expansion in their jurisdiction relating to Atiyat and succession cases in Jagir lands, their importance will increase all the more and they will relieve the Secretariats and the Nazim Atiyat of a considerable portion of their heavy duties.

In view of the present circumstances and the post-war development schemes which will be introduced in the near future, we do not propose the retrenchment of this post.

2. PERSONAL ASSISTANT TO TALUQDAR, NIZAMABAD.

A reference to the Budget will show that there is provision for one post of Personal Assistant to Taluqdar, Nizamabad (Temporary) in the grade of Rs. 300-600.

Without making any comment on the utility and usefulness of the post of Personal Assistants to Taluqdars generally, we would like to deal with the post of Personal Assistant to Taluqdar, Nizamabad individually, on its own merits. We further find that one post of special officer in the grade of Rs. 300-600, has been sanctioned in connection with the Nizam Sagar Project. We are aware that Personal Assistant assists the Taluqdar in the disposal of work relating to the districts and Tahsils. We are inclined to think that when one Special Officer is functioning in Nizamabad in connection with Nizam Sagar Project, who is in charge of colonisation and development work the post of Personal Assistant to Taluqdar should be retrenched which has become redundant, in view of the presence of one Special Officer in this district. After giving the matter our closest attention we would recommend that the post of Personal Assistant to Taluqdar, Nizamabad be retrenched forthwith and the duties attached to this post allotted to the Special Officer, Nizam Sagar Project.

This will mean considerable saving.

3. DELIMITATION OF BOUNDARIES AND MERGER OF SOME OF THE SMALL DISTRICTS AND TALUQAS INTO BIGGER ONES.

This question received our closest attention. No doubt there is a possibility of effecting economy in expenditure by merging some of the small districts like Osmanabad in the adjoining district of Bir, Parbhani and Bidar. Similarly the idea of abolition of small Taluqas like Alampur and Paloncha with an area of 232 square miles and 1,763 square miles respectively was duly considered by us.

It was pointed out to us during the course of evidence that in approaching this question, the area of a particular locality was not the only factor. There were other considerations as well, namely the importance of the

district or the Taluqa in question, its geographical position, its proximity to the border, etc. Over and above these, there were a number of projects under consideration of the Government like Tungabhadra and Godavari Schemes which might influence the course of decision taken in this behalf. It was also brought to our notice during the course of evidence that the districts of Warangal and Raichur will have to be split up into two districts each, in view of the Godavari and Tungabhadra Projects. Without going into this question in detail and without making any specific proposals in this behalf, in view of the circumstances referred to above, we would strongly urge Government to set up an expert Committee which will examine the position with regard to the delimitation of Taluqs and districts and submit suitable proposals which will result in administrative convenience, as well as saving in expenditure.

The question of location of headquarters in the Subas and districts also was examined by us and we would like to make a few suggestions in this connection. For example the Headquarters of Medak is at present located in Hyderabad proper. The location of Headquarters in other centres far away, entails additional expenditure and causes much hardship to the public of that locality. Moreover such a course deprives the Suba or district concerned of its importance and centralisation. In this case we would recommend that in view of the colonisation and development schemes in force in Nizamabad and its growing importance, it would be very welcome if the Headquarters of Medak is transferred to Nizamabad. This will be a step in the right direction and will receive general support.

The scale of Peons to be allowed to the Revenue District Administration and Revenue Secretariat will be the same as laid down in the recommendations of the various Sub-Committees of the Retrenchment Committee for the various Departments.

The Financial effect of our proposals will be as follows:—

Sl. No.	Post to be retrenched	Grade	Annual Average cost	Pensionary charges	Total
1	One post of Addl. Revenue Secy.	1 (1,800)	21,600	3,085	24,685
2	One post of Dy. Secy. Local Fund	1 (900-50/1-1200)	13,160	1,880	15,040
3	Asstt. Nazim Atiyat.	1 (300-50/2-600 +100 L. A.	5,720	817	6,537
4	Senior Government Pleader.	1 (500)	1,200	..	1,200
5	Two posts of Junior Vakils.	2 (300)	6,000	..	6,000
6	One post of Cantonment Officer	2 (300)	7,200	..	7,200
7	P.A. to Taluqdar, Nizamabad.	(300-50/2-600)	5,720	817	6,537
	Total ..	..	5,720	817	6,537
	Annual Net Savings	..	68,960	7,416	76,376
			..	..	76,376

(b) LAND RECORDS AND SETTLEMENT

The expenditure on this Department during the last four years has been as follows:—

	Actuals 1850 F.	Actuals 1851 F.	Estimate 1852 F.	Budget 1853 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	5,64,637	5,44,357	7,17,197	8,76,024
T.A. and Tour charges	50,866	31,341	37,569	45,569
Contingencies and Special charges ..	80,706	58,341	78,870	97,617
Total ..	†6,96,409	†6,34,039	†8,33,636	*10,19,208

* Includes expenditure of Jagirat survey and met from debt heads.

† Includes expenditure relating to Annawari Pahodi and met from Debt Heads.

Organisation.

Till recently this department was divided into two branches (1) Settlement and (2) Land Records, each under a separate Director. Under the reorganisation scheme which came into effect on the 1st of Azur 1354 F. the two branches have been amalgamated, with one Director, vested with administrative control over the department and assisted by two Deputy Directors and a number of Assistant Directors.

Our Proposals.

The organisation of this department has undergone changes, from time to time. Till the year 1346 F. Land Records and Settlement were functioning under one Director only. The year 1348 F., however, saw the department bifurcated into two branches (1) Land Records and (2) Settlement, with two Directors and the consequent addition in the staff and establishment. This experiment was not a success and the two branches have

again been amalgamated under one *Nizamat*, with effect from the 1st of Azur 1354 F.

We have given our closest attention to the examination of the working of this department, with a view to find out possibilities of reduction in expenditure, consistent with efficiency. The detailed reply of the Department to our questionnaire begins with a description of the aims and objects with which this department came into being and ends with the remarks that no further retrenchment either in the Gazetted staff or establishment is possible in the present circumstances. No reduction has been proposed either in the Travelling Allowances and contingencies, etc., on the ground that the present rates are just sufficient to carry on the work. We have examined these explanations and observations in the light of the conditions prevailing in other departments as well as of our own experience.

We also examined Mr. Ghous Mohiuddin, the Director, and discussed with him the position in detail. We understood from the Director that the amalgamation scheme provided not only one Nazim for the whole department but two Deputies as well, one in-charge of Settlement and the other in-charge of Land Records and three Land Record Officers for the Districts of Parbhani, Bidar and Bidar. The total saving expected under this scheme is Rs. 10,421. We see the force of the contention that no reduction on a big scale is possible in view of the importance and activities of the department.

We, however, maintain that a few readjustments will result in substantial economy, without impairing efficiency.

We now proceed with our recommendations.

1. *Director and Deputy Directors.*

According to the amalgamation scheme, this Directorate will be raised to Class I. The Pay and Allowances Sub-Committee have also made similar recommendation regarding the status of this Directorate after amalgamation. We agree with the recommendation of the Pay and Allowances Sub-Committee. We are not convinced that there is really any necessity for two Deputy Directors. We refrain from making any specific recommendation

for the abolition of one post of Deputy Director, but will urge Government to examine the question.

2. *Stores Department.*

We find from the Budget that there is one Assistant Director in the grade of Rs. 300-50/2-600 in-charge of the stores, besides a fairly big establishment. We do not find any justification for retaining a high salaried gazetted officer for supervising the stores. There is no precedent for this in any other department. Even in Public Works Department, where stores worth more than Rs. 50,000 are maintained, no officer of gazetted rank has been provided to look after these. When questioned on this point, the Director justified the retention of this post, on the ground that the Assistant in charge of stores issues stationery to the Record officers and checks the stores, besides supervising the Drawing and the Press Sections. We do not agree with the view-point of the Director, in this respect and are emphatically of opinion that the duties entrusted to this officer can very well be allotted to the non-gazetted establishment. We would therefore recommend that this post be retrenched forthwith. This will result in substantial saving, without impairing efficiency. We would like to point out in this connection that due vigilance and check should be exercised over the stores by the Director and the Deputy Directors to see that this department is run on sound lines under efficient management. Since two Deputy Directors have been provided under the reorganisation scheme, the work of supervision of the stores may be effectively done by these officials. Such check, will in our opinion, produce the desired effect and improve the standard of its management.

3. *Press.*

A reference to the Budget will show that this department maintains a separate Press of its own with a fairly big establishment. When questioned regarding this, the Director supported the retention of the departmental Press on the ground that the work of the printing of village maps was executed under the supervision of the Assistant Directors concerned and special care was taken to avoid errors and omissions. Such facilities, according to the Director, were not available at the Government

Central Press and that therefore it was not safe to entrust this very important and technical work to Government Press. We must state frankly that this plea did not appeal to us. This is one of the stock arguments generally advanced by the Departments, when defending their policies and proposals. We are emphatically of opinion that there should be one Centralised Press which should be at the service of all the departments. Care should be taken to make it as thorough and efficient as possible. Complaints regarding delays in the execution of orders and errors and other irregularities may be brought to the notice of the authorities concerned, who may be given directions to deal with such cases promptly. The tendency to maintain separate press for the departments should be discouraged and all printing work of the departments entrusted to the Central Press with directions to give prompt and satisfactory service. This arrangement will meet the grievances of the departments and result in substantial saving. We would therefore strongly urge the Government to examine this question in the light of the observations made by us and to take adequate measures to centralise the Press and to make it as thorough and efficient as possible.

4. *Permanent Allowance.*

It will appear that a permanent allowance of Rs. 120 each, has been sanctioned for the Assistant Directors. When asked to justify this allowance, the Director stated that this allowance covered the cost of maintaining tents and horses. The object of this allowance was to enable the touring officers to purchase tents and horses with this amount and to be responsible for their proper maintenance. On principle there could be no objection to the issue of such allowances, provided the object of such grants was really carried out. Care should be taken to see that the amount of the allowance was actually utilised in the purchase and maintenance of the items covered by this allowance. Due vigilance has to be exercised by the Departmental Heads to ensure the proper utilisation of this amount in the right direction and to guard against the tendency to appropriate it for personal use.

We would urge on Government the desirability of issuing full directions regarding the observance of the conditions attached to these allowances.

The following statement will show the number of Peons to be allowed to the Director (Land Records and Settlement) and his office and the number to be retrenched.

Name of the post	No. to be allowed	No. to be retrenched
1. Director 1 ..	.. 1 Jamadar. 2 Peons.	
2. Dy. Directors 2 ..	.. 4 Peons.	
3. For 28 Asstt. Directors ..	.. 28 Peons.	
4. For the total strength of 52 office establishment at the rate of one peon for 10 clerks ..	.. 6 Peons.	1 Dafadar.
5. For Mausoola and Majaria work ..	4 Peons.	
<hr/>		
Total ..	1 Jamadar & 44 Peons.	1 Dafadar.

The financial effect of our proposals will be as follows:—

Name of the post to be retrenched	Grade	Annual average cost	Pension-ary charges	Total Savings
1. One Assistant (Stores Deptt.) ..	Rs. 300-50/2-600	Rs. 5,720	Rs. 817	Rs. 6,537
2. One Dafadar ..	16-1/5-18	207	29	236
Total ..	..	5,927	846	6,773
Net Savings	..	..	..	6,773

(c) COURT OF WARDS.

The entire expenditure on this department is met from the "Two Annas Management Fund" levied on the estates under the supervision of the Court of Wards. The following statement will show the Receipts and Expenditure of the department during the years 1352 F. and 1354 F.

1352 Fasli.			
Receipts	.. =	3,39,331	
Expenditure	.. =	3,07,458	
Balance	..	31,873	
1354 Fasli.			
	Receipts	Expenditure	Balance
	Rs.	Rs.	Rs.
Ordinary recurring income	.. 2,30,000	2,08,745	21,040
Extraordinary income	.. 1,05,000	50,000	55,000
Total	.. 3,35,000	2,58,745	76,040

Organization.

The administrative control of this department is vested in the Director, Court of Wards, who is assisted by two Assistant Directors of Revenue and Accounts respectively.

Our Proposals.

We examined in detail the working of this department. The whole position has been very clearly explained in the reply to the Questionnaire received from the Director's Office. We also examined Mr. Habib Mohammad, the Director, for further clarification of some of the points referred to, in the reply to the Questionnaire. We were impressed with the Director's evidence, who gave a very lucid account of the administration of his department and its financial position. From the evidence it is quite clear that the expenditure

is met from "Two Annas Management Fund" and no part of expenditure is charged to the Public Exchequer. It was also explained to us that 62 per cent. of the income was set apart for the permanent staff and 38 per cent. for the temporary staff. The Director, further explained to us, how the receipts of the department fluctuated from year to year, according to the number of the estates under supervision and the number released. Consequent on the release of the estates, and the resultant decrease in receipts, the corresponding number of the temporary staff is discharged after service of three months' notice.

From the Budget Note of the Court of Wards for 1354 F. it will appear that due to inattention, the accounts for 1352 F. were closed with a deficit of Rs. 3,40,844-10-3 but this has been more than made up by the prompt and vigorous action taken by the department, so that there is no cause for alarm now. It is also gratifying to note that the present Director is fully alive to the necessity of effecting retrenchment in his department, wherever possible. In pursuance of this policy, he has made substantial reduction in expenditure, aggregating over a lakh of rupees, by proposing conversion of the grades of the two Divisional Officers of Chitapur and Paloncha, from 300-600 to Rs. 200-400 and retrenching some of the unnecessary Tahsils, like Balkunda, etc.

On a close and thorough examination of the position, we are in agreement with the Director's view that there can be no doubt with regard to the financial stability of this department and that there is no room for any more retrenchment in this department.

We would therefore propose no retrenchment in the Court of Wards.

2. FORESTS.

The following statement will show the growth of expenditure in this Department, during the last four years.

	Actuals 1350 F.	Actuals 1351 F.	Estimate 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Pay and Allowances ..	6,24,247	6,42,877	6,74,286	6,96,860
T. A. & Tour Charges ..	85,086	55,393	59,600	59,600
Contingencies and special charges (in- cluding conservancy and works) ..	2,52,845	2,90,490	2,71,509	2,57,146
Total ..	9,62,178	9,88,760	10,05,395	10,13,106

The following table will illustrate the ratio of expenditure to income during the years 1348-1352 Fasli.

1348 F.	..	..	68.05
1349 F.	..	..	66.07
1350 F.	..	..	58.01
1351 F.	..	..	46.09
1352 F.	..	..	26.08

ORGANIZATION.

The control of the Forest Department is vested in the Inspector-General of Forests who is assisted by two Conservators and a number of Assistant Conservators.

OUR PROPOSALS

We have given very careful consideration to the various items of expenditure on this Department and the possibilities of reduction therein. The reply to the questionnaire and the notes received from the Department also were given due attention.

We also examined Mr. S. Abdul Wahid, Inspector-General of Forests on the various items relating to his

Department. His evidence was very illuminating and informative and showed a remarkable grasp of the working of his Department. It is gratifying to note that the income of the Department has almost doubled during the short period of his tenure of office. The Inspector-General during the course of his evidence laid stress on the desirability of adequate measures being taken for the conservation of forests in the Dominions, with a view to increase the forest wealth of the State. He sounded a note of warning against indiscriminate deforestation which might end in disaster for the Dominions.

According to statement supplied by the Inspector-General of Forests the proportions of expenditure to Revenue in the British Indian Provinces, Mysore and Hyderabad are as follows. (These figures are for the year 1941 and in the case of Mysore for 1940).

1. C.P. and Berar	..	69.01
2. Madras	..	75.03
3. Bombay	..	49.01
4. Orissa	..	84.01
5. Bihar	..	54.00
6. Bengal	..	64.03
7. Assam	..	50.09
8. U. P.	..	35.09
9. Punjab	..	61.05
10. Mysore	..	52.04
11. Hyderabad	..	26.08

It will be seen from the above statement that the percentage of expenditure in Hyderabad is very low. We therefore entirely agree with Mr. Abdul Vahid that there is very little room for economy in expenditure or curtailment in the existing staff. He has also strongly mentioned that with effective supervision and efficient administration of the Forest Department, the present rate of Revenue derived from the Forest Department in the years after the war will substantially remain at the present figures. We would however emphatically urge Government to take effective measures in order to make the staff efficient, as the evidence clearly shows that there

is inefficiency in the Department and quite a number of the Members of the staff possess very poor technical knowledge and experience.

While giving due consideration to the points urged by the Inspector-General, we have come to the conclusion that the following economies may be effected in the Department without impairing efficiency.

1. *Inspector-General of Forests.*

The services of the present Inspector-General have been obtained on loan from the C. P. Government on a salary of B.G. Rs. 2,000-100-2,200, plus 750 B.G. Leave and Pension contribution. For the future incumbent of this post the Committee is of the opinion that he should draw the same scale of salary as has been proposed for Directors of Class I. The proposed reduction in the scale of salary will result in an annual saving of Rs. 27,618.

2. *Conservators.*

The present salary of the two conservators is Rs. 1,200. The present grade can very well be converted into the scale of Rs. 800-50/2-1,150. We do not agree with the Inspector-General's suggestion in his note that the salary of the conservators should on no account be reduced, as that will lead to inefficiency but fixed in the scale of Rs. 1,200-50/1-1,400.

We are sorry to observe that we do not find ourselves in agreement with the Inspector-General's proposal and are of opinion that the scale proposed by us above will meet the requirement of the cases without any detriment to the quality or output of work.

Our recommendation will result in an annual saving to the extent of Rs. 5,531.

At present the Headquarters of both the Conservators is in Hyderabad. It is not conducive to efficiency to locate the Inspecting Officers in the Headquarters. We suggest that the Headquarters of one of the Conservators should be at Nirmal and that of the other at Warangal. This will ultimately result in economy in T. A. and Tour Charges.

3. *Assistant Conservators.*

At present there are two different scales of pay for Assistant Conservators which are as follows:—

1. 10 Assistant Conservators .. (350-50/2-1,000)
2. 5 do do .. (250-50/2 - 900)
3. 2 Probationers .. (200)
4. War Supplies Utilization Officers (250-50/2 - 900)

We agree with the recommendations of Pay and Allowances Sub-Committee that there should be an uniform time-scale for Assistant Conservators, viz., Rs. 300-25/2-500-50/3-850.

The Dominions have been divided into two Circles by the Forest Department, the Western Circle and the Eastern Circle each under a Conservator. These Circles have again been subdivided into districts each under an Assistant Conservator. There are districts in which the retention of one Assistant Conservator is not justifiable in view of paucity of work. The Committee is therefore of the opinion that the re-grouping of the districts can result in the reduction of two posts of Assistant Conservators, Nalgonda and one more circle can be easily abolished. Two posts of Assistant Conservators should therefore be reduced.

We are further of the view that there is not much justification for the continuation of the two posts of probationers. Arrangements for recruitment and training should be made well in advance before any vacancy occurs. The two posts of probationers should therefore be retrenched forthwith. The present incumbents can be easily absorbed in the Department if they are competent.

4. For the Conservators' offices we do not find any justification for the two posts of clerks in the grade of Rs. 125-5/1-175. These should be retrenched.

5. *Rest Houses.*

We are of the opinion that there is no justification for Forest Department to maintain separate Rest Houses in areas where Local Fund or Public Works Department Inspection Bungalows have already been provided. This

causes unnecessary expenditure. For the future no Rest-Houses should be constructed by the Forest Department, where Local Fund or Public Works Department Bungalows are already existing.

6. *Commercial Products of Forests.*

We are of opinion that the Forest wealth of the Dominions should be utilised to the greatest possible extent and that adequate steps should be taken to develop the Forests on commercial lines. The Department should take in hand the production of honey, medicinal plants and lac on scientific and commercial lines in addition to the general conservation of the forests. The Committee is emphatically of the view that the development of the honey, medicinal plants and lac industries would contribute materially to the revenues of the Forest Department. We are convinced that the Forest Department has to play a very important role in the post-war reconstruction period and that full attention should be directed towards the development of the forest areas on commercial lines to meet the demands of the various industries that will spring up after the war.

7. According to the scale of peons laid down by the Retrenchment Committee, the Inspector-General will be allowed one Jamadar and two peons, Conservators two peons and for ten clerks there will be one peon.

The following table will show the number of peons to be allowed to the Inspector-General's Office and the number to be retrenched. The number of peons as shown in the Budget is excessive and should be reduced forthwith.

		No. to be allowed.	No. to be retrenched.
1. Inspector-General	..	1 Jamadar	2 Jamadars.
		2 Peons.	1 Daffadar.
		<hr/>	
		3	
		<hr/>	
2. Two Conservators of Forests	2 each	4	„
3. For the total strength of 41 clerks, at the rate of one peon for every 10 clerks	.. ..	4	„ 19 peons.

Organization.—The control of the Customs Department vests in the Commissioner who is assisted, at Headquarters, by three Divisional Inspecting Officers, Deputy Commissioners—One Assistant Commissioner, One Chief Appraiser and three Assistant Superintendents. The whole of the Dominions is divided into Eleven Customs Districts, each in the charge of a Superintendent. These districts are sub-divided into Pathas which are in the charge of Amins, and Pathas are further divided into chowkis and chowkis into Nakas.

Our Proposals.—We regret to note that neither the Revenue Secretariat, nor the Commissioner Customs Department have co-operated with us in finding possible avenues of economy in expenditure. We cannot agree with the contention of this Department that there is absolutely no room for economy and we shall presently show that considerable saving can be effected in the expenditure of this Department.

There are three Deputy Commissioners in charge of the following Districts:—

	<i>Name of Distt. in the Divn.</i>
1. Dy. Commissioner in-charge Aur'abad Dvn.	1. Aurangabad. 2. Bid. 3. Godavery (Headquarters Jalna). 4. Secunderabad.
	—
	4 Districts.
	—
2. Dy. Commissioner in-charge Warangal Dvn.	1. Warangal. 2. Rajura. 3. Madhra.
	—
	3 Districts.
	—
3. Dy. Commissioner in-charge Osmanabad Dvn.	1. Osmanabad. 2. Gulbarga. 3. Lingsugar. 4. Hyderabad.
	—
	4 Districts.
	—

From the perusal of the Reorganization Report of the Customs Department (1337 F.) and the replies to our questionnaire, supplied by the Commissioner, we find that the Dy. Commissioners are supposed to be Inspecting and Supervising officers who should be on the move constantly as much of the efficiency of the Department depends on their inspection. It is mainly on these grounds that the reduction in the number of Dy. Commissioners has been vehemently opposed by the Commissioner. As far back as 1907, Mr. Dunlop laid down that the Dy. Commissioners "should be on the move for eight months in the year" (*vide* P. 10, Reorganization Report of the Customs Department 1337 F.). In 1340 F., Nawab Rustom Jung Bahadur, then Commissioner, Customs Department, passed the following orders in an office order, "I expect these (Dy. Commissioners) to tour at least four months in the year and to inspect the offices of all Superintendents and Amins and certain number of Chowkis and Nakas." The present Commissioner in his note says, "They (Dy. Commissioners) are required to be out on tour for six months in the year as prescribed by Government for the inspection of all the Amins and Superintendents' Offices under their charge in addition to their subsidiary centres." We called for a statement showing the number of days spent on tours each year by each Dy. Commissioner, and the following illustrative statement gives the information.

	No. of days spent on touring 1349 F.	No. of days spent on touring 1350 F.	No. of days spent on touring 1351 F.	No. of days spent on touring 1352 F.
	Days	Days	Days	Days
1. Dy. Commissioner Aurangabad Division	72	58	27	131
2. Dy. Commissioner Osmanabad Division	84	102	110	37
3. Dy. Commissioner Warangal Division ..	79	100	144	69

These figures speak for themselves. According to these figures, during the last four years, none of the Deputy Commissioners have done full four months touring in any year—there being two exceptions, *viz.*, the

Dy. Commissioner of the Warangal Division having toured 144 days in 1351 F., and the Dy. Commissioner of the Aurangabad Division 131 days in 1352 F. The argument that the abolition of one Division will adversely affect the supervision of the subordinate offices, Pathas and Chowkis, etc., therefore falls to the ground. We are convinced that there is ample justification for the immediate abolition of one Division without loss of efficiency.

The charges may be divided as follows after the abolition of one Division.

- | | |
|------------------------------------|----------------|
| 1. Dy. Commissioner, Aurangabad. | 1. Aurangabad. |
| | 2. Bid. |
| | 3. Godavery. |
| | 4. Osmanabad. |
| | — |
| | 4 Districts. |
| | — |
| 2. Dy. Commissioner, Warangal Dvn. | 1. Gulbarga. |
| | 2. Lingsugur. |
| | 3. Warangal. |
| | 4. Rajura. |
| | 5. Madhra. |
| | — |
| | 5 Districts. |
| | — |

The Secunderabad and Hyderabad Mahsoolkhanas should be placed under the direct charge of the Commissioner. Both these Mahsoolkhanas are at the Headquarters and their direct supervision by the Commissioner will not overburden him. Even after the proposed abolition of one Division, it will not at all be difficult for the Dy. Commissioners to do touring for a minimum period of six months each year. We should very strongly emphasise that the Dy. Commissioners should be compelled to do the minimum period of six months touring each year.

The Headquarters of all the Dy. Commissioners is at Hyderabad, and in our opinion this fact is solely responsible for paucity in touring and apparent lack of supervision. Our considered opinion is that the tendency of concentrating and locating all Inspecting officers at the

Headquarters should be suppressed. It is wrong in principle and detrimental to efficiency. We understand that the general and universal objection against posting Inspecting officers at Divisional Headquarters is that it will mean creation of separate offices and consequent additional expenditure and that the Heads of Departments will be deprived of the advice of senior and experienced officers. We are not convinced of this argument. Our view is that these arguments only cloud the vital issues. We are convinced that the transfer of Divisional officers to the Divisional Headquarters will ultimately result in economy in expenditure. As a matter of fact there are some clerks in the Commissioner's office who must be dealing with the correspondence addressed to and by the Dy. Commissioners. This staff can be easily transferred from the Commissioner's office. Then there will be considerable saving in T. A. charges and further savings can be effected by delegating sufficient powers to Dy. Commissioners which will mean curtailment in correspondence. We would therefore strongly urge Government to investigate and take up this question immediately in the interests of economy as well as efficiency.

There are seven posts of Assistant Superintendents in the Department who are Gazetted officers in the grade of Rs. 250-300. These posts were created in order to give some relief to the Superintendents, in the heavier Districts. Nawab Rustom Jung Bahadur in the Reorganization Report of the Customs Department, justified the creation of these posts as follows, "... In order to avoid the necessity of increasing the number of Districts with costly office establishments, I am of opinion that it is very necessary to give some relief to the Superintendents in the heavier Districts by attaching to such charges Assistants, with full powers of a Superintendent. This would ensure a full amount of touring and the expeditious disposal of work....." The original intention according to the Reorganization Report was that the Assistant Superintendents should be vested with full powers of Superintendents, so that when Superintendents were to be on tour Assistants were to be at Headquarters and when Assistants toured Superintendents were to be at Headquarters. But this intention has never been fulfilled. We understand that Assistant Superintendents have never been vested with any powers of

Superintendent. As a matter of fact they have no powers at all. Out of the total number of seven Assistant Superintendents three are posted in the office of the Commissioner and four are posted in the Districts, not at the District Headquarters but in places other than the District Headquarters. One of the Assistants posted in the Commissioner's office, works as P.A. to the Commissioner. We are given to understand that the post of P. A. was found to be necessary, when Nawab Rustom Jung Bahadur was Commissioner as he was not fully conversant with Urdu. This necessity has altogether disappeared and there is absolutely no justification for continued existence of this post. The duties attached to the Second Assistant Superintendent are those of the Principal Training School—a school which does not exist always. This officer is really doing office work. There is no justification for the existence of this post also. When a batch of newly employed staff is ready for training, its training can be entrusted to some able Retired officer who can be re-employed for short periods or to the Headquarters staff which is ample, without any loss of efficiency. Of course the best arrangement will be to arrange for training of the staff in the Police Training School. The third officer is designated as Preventive Officer. When there are so many preventive officers at the Headquarters and in the Districts, we are not convinced of the utility and the necessity of this Preventive Officer attached to the Commissioner's office. As regards the four posts of Assistant Superintendents attached to the Districts, our considered view is that their existence has not fulfilled the original aims and objects of the creation of these posts. The expenditure over all the seven posts of Assistant Superintendents, is not at all justifiable and we recommend immediate abolition of these posts. We would note here that we find no justification for giving an additional Assistant Commissioner in place of the three posts of Headquarters Assistant Superintendents which will be abolished in view of our recommendation.

We have very carefully examined the functions of the Chief Appraiser who is a Gazetted Officer in the grade of Rs. 300-600. When there are trained Amins and Appraisers and their work is supervised by the Superintendents and Dy. Commissioners, justification of a high

salaried officer like Chief Appraiser is not at all convincing to us. We therefore recommend that the Department should seriously investigate if the post of Chief Appraiser is really necessary, and if the incumbent of the post is actually employed in technical work for which the post was originally created. Our impression is that the officer is employed mainly on ordinary touring and office work and if this is the case we are of the opinion that this post should be retrenched.

We find that in the Hyderabad and Secunderabad Mahsoolkhanas there are 3 Appraisers and 3 Amins. When there are Appraisers, there is no justification for Amins. In the Gulbarga and Warangal Mahsoolkhanas the work is done by the Appraisers, and there are no Amins. We therefore consider that the posts of Amins are redundant. We would however recommend abolition of one post of Amin, for the present. Later on the question of abolition of the remaining two posts of Amins should be actively investigated.

As regards the District Offices, Pathas, Chowkis and Nakas, etc., we do not find any possibility for economy. There has already been reduction of staff on two or three occasions, and generally speaking the existing staff is just what it should be. We would however recommend the abolition of the two selection grade posts of Superintendents. These should be converted into ordinary grade posts. There is absolutely no justification for the two selection grade posts for a very small cadre like that of the Customs Department Superintendent cadre, 50 per cent. of which is reserved for H. C. S. Officers.

We note that the number of peons excluding a Dafadar and Jamadar in the Commissioner's office is excessive. The number is 38. According to the scale which we have proposed, the distribution should be as follows:—

	Jamadar.	Peons.
1. Commissioner	1	2
2. Dy. Commissioner (2 each) —	—	4
3. Asstt. Commissioner (1 each) —	—	1
4. Office including Mousoola and Majaria	—	8
5. Chowkidar	—	2
Total ..	<u>1</u>	<u>17</u>

The number of peons should therefore be retrenched by 21.

The financial results of our recommendations will be as follows:—

Name of the post to be reduced	Scale of pay	Annual average cost of the post	Saving due to reduction in pensionary charges	Total savings
1. One post of Dy. Commissioner	Rs. 900-100/3-1,200	Rs. 9,480	Rs. 1,354	Rs. 10,834
2. One post of Chief Appraiser ..	300-50/2-600	5,720	817	6,537
3. Difference of the cost of the two selection grade posts of supdts. converted into ordinary grade posts ..	300-50/2-600-25/1-700	986	141	1,127
4. Seven posts of Asstt. Superintendents ..	250-50/3-300	24,360	3,480	27,840
5. One post of Amin ..	150-5/1-225	2,300	328	2,628
6. Twenty-one posts of peons ..	12-1/7-15	3,394	485	3,879
7. One post of Daffedar	16-1/5-18	207	30	237
Total ..		46,447	6,635	53,082
Net Savings ..	..	..	..	53,082

4. A. EXCISE.

4. B. OPIUM AND GANJA.

The following table shows the expenditure during the five years, 1349-53 F., on the various sub-Heads under the Head 'Excise,' (including Opium and Ganja).

	Actuals 1349 F.	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
1. Salaries and Allowances ..	11,84,474	12,41,238	12,65,282	13,23,336	13,25,070
2. T. A. and Tour charges ..	1,99,564	2,07,269	1,62,294	1,90,563	1,80,752
3. Contingencies ..	2,91,930	2,13,229	2,31,018	2,54,873	2,59,631
Total ..	16,75,968	16,61,736	16,58,594	17,68,772	17,64,453

Organization.—The control of the Excise Department vests in the Excise Commissioner who is assisted, at the Headquarters, by four Dy. Commissioners, five Assistant Commissioners, and one Assistant Superintendent. Districts are in the charge of Superintendents, Assistant Superintendents are also posted in each District and they are supposed to relieve the Excise Superintendents of the pressure of work. The following statement will show the number of Gazetted appointments of each class, in the Department.

1. Commissioner ..	1
2. Dy. Commissioners ..	4
3. Asstt. Commissioners ..	5
4. Excise Supdts. ..	18
5. Asstt. Supdts. ..	17

The strength of the Excise Force (non-Gazetted), including Opium and Ganja is as follows:—

1. Inspectors ..	82	+	2	=	84
2. Sub-Inspectors ..	394	+	3	=	397
3. Excise Peons ..	2063	+	10	=	2073
4. Clerks ..	683	+	51	=	734

The ratio of expenditure to the Revenue was as follows:—

			P. C.
1347 F.	..	..	19.82
1348 F.	..	..	21.17
1349 F.	..	..	22.17
1350 F.	..	..	19.74
1351 F.	..	..	17.63
1352 F.	..	..	14.00

There is no doubt that the proportion of expenditure is fairly high. There has been progressive fall in the ratio of expenditure during the last three years, 1350-52 F., due to the increase in the Excise Revenue. This increase in the Excise Revenue cannot be attributed altogether to any permanent factor or concerted efforts of the Excise Department, but has been mainly due to the prosperity of Agriculturists and labour classes which are the direct results of the War and which have raised the prices of Agricultural products, and wages of labourers. With effect from 1-1-53 F. rates of Excise duties have also been enhanced. The present progressive increase in the Excise Revenue and consequent reduction in the proportion of expenditure are therefore not normal and permanent. In view of these facts, necessity for retrenchment in expenditure becomes greater and stronger.

Our Proposals.—We are constrained to observe that neither the Revenue Secretariat nor the Excise Commissioner co-operated with us in finding out ways and means for effecting economy in expenditure. They took the attitude that absolutely no retrenchment was possible. After very careful examination we are convinced that this point of view was not correct and there is enough room for reduction in expenditure as we shall presently show.

As we have stated above the Headquarters staff consists of, besides the Commissioner, four Dy. Commissioners, five Assistant Commissioners, and one Assistant Superintendent. This staff is excessive. The

division of work amongst four Dy. Commissioners is as follows:—

Name of the Division	No. of Districts in the Division	Area of the Division	No. of Excise shops in the Division
1. Dy. Commissioner-in-charge 1st Dvn.	5	22,766	2,325
2. Dy. Commissioner-in-charge 2nd Dvn.	5	32,884	4,475
3. Dy Commissioner-in-charge 3rd Dvn.	5	23,404	2,940
4. Dy. Commissioner-in-charge 4th Dvn. (including Hyderabad and Secunderabad Districts)	3	2,730	836

The above statement clearly shows that the Deputy Commissioner-in-charge of the Fourth Division has a very light charge. Out of the three Districts in his charge two are Secunderabad and Hyderabad. The number of shops in other Divisions is not excessive and the work of the Division can be easily redistributed into two Divisions. It has been argued that the Dy. Commissioners are Inspecting Officers and as such they have to be on tour for considerable periods in the year for purposes of supervision and any reduction in their number will adversely affect efficiency. From the statement supplied to us by the Excise Commissioner, we find that the average number of days spent by the Dy. Commissioners on tour,

1. In the year 1349 F. .. was 115 days
2. In the year 1350 F. .. was 122 days
3. In the year 1351 F. .. was 98 days
- and
4. In the year 1352 F. .. was 60 days.

These figures speak for themselves. It appears that the tendency of these Inspecting Officers is to remain at the Headquarters and do office routine work. There is yet another very strong reason in reducing the utility of these officers. There is over-centralization and absolute lack of delegation of powers. We have examined the list of

powers delegated to the Excise Superintendents, Taluquars and Dy. Commissioners and we are convinced that there is considerable room for decentralization. The present position is that much of the time of the officers is occupied in office routine, correspondence, and references at the cost of touring and supervision. We therefore strongly recommend that immediate steps should be taken for delegation of powers. As the result of delegation of powers, two posts of Dy. Commissioners can be retrenched forthwith, without any loss of efficiency. Our considered recommendation is that the two posts of Dy. Commissioners should be abolished immediately. In his evidence the Excise Commissioner has urged that the work in connection with the levy of Excise Duty on Tobacco will necessitate the services of one whole-time Dy. Commissioner for supervision and therefore number of Dy. Commissioners cannot be reduced. We do not find ourselves in agreement with the view of the Excise Commissioner. The initial responsibility of supervising the work of realisation of Tobacco Excise Duty falls on the District Excise Staff, *viz.* Superintendent, and for the expansion of this branch of work of Superintendents it is not at all necessary to have one full time Dy. Commissioner. Dy. Commissioner-in-charge of the Division can supervise this branch of work in the course of his usual inspections. We however recognise that till the work of Tobacco Excise Duty is properly organised, there will be necessity for one Special Dy. Commissioner-in-charge of Tobacco Excise Duty. This special post can be conveniently abolished, after the proper organisation has been effected.

The Headquarters of all the Dy. Commissioners is at Hyderabad, and in our opinion this fact is solely responsible for paucity in touring and apparent lack of supervision. Our considered opinion is that the tendency of concentrating and locating all inspecting officers at the Headquarters should be suppressed. It is wrong in principle and detrimental to efficiency. We understand that the general and universal objection against posting inspecting officers at Divisional Headquarters is that it will mean creation of separate offices and consequent additional expenditure and that the Heads of Department will be deprived of the advice of senior and experienced officers. We are not convinced of this argument. Our view is that

these arguments only cloud the vital issues. We are convinced that the transfer of Divisional officers to the Divisional Headquarters will ultimately result in economy in expenditure. As a matter of fact there are some clerks in the Commissioner's office who must be dealing with the correspondence addressed to and by the Dy. Commissioners. This staff can be easily transferred from the Commissioner's office. Then there will be considerable saving in T. A. charges and further savings can be effected by delegating sufficient powers to Dy. Commissioners which will mean curtailment in correspondence. We would therefore strongly urge Government to investigate and take up this question immediately in the interests of economy as well as efficiency.

There are five Assistant Commissioners at the Headquarters office. The distribution of work is as follows:—

- | | | | |
|----|-------------------------------|----|-----------------------------|
| 1. | Asstt. Commissioner-in-charge | .. | Jagirat Section. |
| 2. | ” | ” | .. Amani ” |
| 3. | ” | ” | .. Accounts ” |
| 4. | ” | ” | .. Distillery ” |
| 5. | ” | ” | .. Flying Squad
Section. |

From the evidence before us we find that the Assistant Commissioner-in-charge Flying Squad does more of the office work than the Flying Squad work. As a matter of fact there is no justification for a separate high paid Flying Squad Officer. There is enough preventive staff in the Districts and the maintenance of a costly staff at the Headquarters for special preventive work is not at all justifiable. In the evidence which has been tendered before us it has been admitted that the Assistant Commissioner Flying Squad has been engaged in other duties and “Pairvi” of cases also. It is therefore clear that there is not sufficient justification for the retention of this post for the purpose for which it was originally sanctioned. The post of Assistant Commissioner (Superintendent)-in-charge Flying Squad should therefore be abolished. Similarly four posts of Inspectors, Flying Squad, should also be retrenched.

We are not convinced that a whole-time Assistant Commissioner-in-charge of Distilleries is really neces-

sary. For Technical advice Assistant Superintendent-in-charge Kamareddy, Distillery is available, and we see no justification for this post of Assistant Commissioner. We therefore recommend its abolition.

There are 17 posts of Assistant Superintendents. The posts of Assistant Superintendents were created in order to relieve the Superintendents of the pressure of work. But in fact this has not happened, as the Assistant Superintendents have neither any power nor any status. As a matter of fact Assistant Superintendents are glorified Inspectors with very doubtful utility. These posts are an expensive luxury. We therefore recommend that with the exception of the two posts of Assistant Superintendents, in-charge Kamareddy Distillery and in-charge Balda Distillery, all the remaining 15 posts of Assistant Superintendents should be retrenched forthwith. Similarly allowance given to four Inspectors for working as Honorary Assistant Superintendents should also be retrenched.

We have considered the proposal of amalgamating some Marhatwari Districts and placing them under one Superintendent. But this amalgamation will not be conducive to efficiency. Since we have proposed the abolition of the posts of Assistant Superintendents, amalgamation of Districts will not be feasible.

There are two selection grade posts of Superintendents in the grade of Rs. 300-50/2-600-25/1-700. For a very small cadre, 50 per cent. of which is reserved for H. C. S. officers, two selection grade posts are not justifiable. These two posts should therefore be converted into ordinary grade posts.

We have very carefully examined the distribution of Inspectors, Sub-Inspectors, Peons, and Clerks. On the whole the existing number does not exceed the normal requirements and we therefore do not recommend any reduction. We however find that 34 Excise Jawans are posted in the Commissioner's office. There is absolutely no justification for the existence of this force of 34 Jawans. These 34 Jawans should, therefore, be reduced.

The number of peons in the Commissioner's office is as follows:—

1. Jamadar	..	..	..	1
2. Dafadars	..	..	..	12
3. Peons	..	..	..	31

Apparently enough this army of peons is a culpable waste. The number of peons should be fixed as follows:—

1. Commissioner	..	..	1 Jamadar	=1 Jamadar
			2 Peons	=2 Peons.
2. Two Dy. Commissioners each	..	2 Peons		=4 Peons.
3. Three Asstt. Commissioners each	1 Peon			=3 Peons.
4. Office	..	..	8 Peons	=8 Peons.
5. For Chowkidar's work	..	4 Peons		=4 Peons.
Total			1 Jamadar	
			21 Peons	

The following posts of Peons should, therefore, be retrenched:—

1. Dafadars	..	..	12 Posts
2. Peons	..	..	10 Posts

Financial results of our recommendations and consequent savings in expenditure will be as follows:—

Name of the post	Scales of pay	Annual Average cost of the post	Savings due to reduction in pensionary charges	Total Savings
1. Reduction of two posts of Dy. Commissioners ..	Rs. 900-100/3-1,200	Rs. 26,320	Rs. 3,760	Rs. 30,080
2. Reduction of one post of Supdt. Flying Squad ..	300-50/2-600	5,720	817	6,537
3. Reduction of one post of Superintendent Distilleries ..	300-50/2-600-25/1-700	6,213	887	7,100
4. Conversion of two selection grade posts into ordinary grade posts ..	300-50/2-600-25/1-700	986	141	1,127
5. Reduction of 15 posts of Asstt. Superintendents ..	215-15/1-290	47,700	6,814	54,514
6. Reduction of Allowances to four Inspectors employed as Hony. Asstt. Supdts.	50	2,400	..	2,400
7. Reduction of four posts of Inspectors Flying Squad ..	100-10/1-200	7,200	1,028	8,228
8. Reduction of 34 posts of Excise Jawans ..	12-1/7-15	5,494	785	6,279
9. Reduction of 12 posts of Dafedars ..	16-1/5-18	2,325	332	2,657
10. Reduction of 10 posts of Peons ..	12-1/7-15	1,616	231	1,847
Total	..	1,05,974	14,795	1,20,769
Net Savings	..	..	..	1,20,769

5. (A. & B.) REGISTRATION AND STAMPS

The following statement will show the Receipts and expenditure of this Department together with the percentage of expenditure during the last ten years:—

Years	Total Receipts	Expenditure	Percentage of expenditure compared with Receipts
1. 1344 Fasli ..	23,00,000	1,82,172	7.9
2. 1345 „ ..	23,78,381	1,88,012	7.8
3. 1346 „ ..	24,36,772	2,01,648	8.2
4. 1347 „ ..	23,77,291	2,12,305	8.9
5. 1348 „ ..	19,96,314	2,08,075	10.4
6. 1349 „ ..	20,46,817	2,16,556	10.5
7. 1350 „ ..	21,25,592	1,97,349	9.3
8. 1351 „ ..	20,98,196	1,87,843	8.9
9. 1352 „ ..	20,50,000	2,08,843	9.9
10. 1353 „ ..	21,00,000	2,08,951	9.7

Organization.

The administrative control of the Registration and Stamps Department is vested in the Inspector-General who is assisted by an Assistant Inspector-General and two Inspectors. Besides his administrative duties, the Inspector-General has to inspect the work of the District Registration Offices and to check the Stamp duties paid on documents.

Our Proposals.

We have given due consideration to the possibilities of retrenchment in this Department, having regard to

the income and expenditure. The replies to the questionnaire received from the Department were fully scrutinized and examined in all their bearings. We also examined the Inspector-General of the Department on the points which required further clarification and on the general lines of economy which could be effected without detriment to efficiency.

From the evidence tendered by the Inspector-General and the material placed before us, we are convinced that there is not much room for reduction in the higher staff, without seriously undermining the smooth working of the Department. From the nature of the work allotted to the Inspector-General and his assistants, it is quite clear that their duties are onerous and require full and undivided attention.

We have, therefore, come to the following conclusions with regard to this Department.

1. *Inspector-General of Registration and Stamps.*

It will appear that the duties of the Inspector-General were formerly entrusted to a High Court Judge who had to look after this Department in addition to his own onerous duties. This system worked for a time but had ultimately to be withdrawn in view of the fact that the Department required the undivided attention of a whole time officer. Accordingly a separate post of Inspector-General was created. The duties allotted to this officer, are by no means, light or easy. Besides inspecting the Registry offices throughout the Dominions he has to supervise and check the stamp duties in all the judicial and revenue offices.

It is also clear that this is a growing and expanding Department. Hyderabad is fast developing and with this the business transactions are increasing. All this is bound to have its repercussions on this Department, as well. Keeping in view these changes and developments, the activities of this Department will also have to be extended, in the light of the enactments that are passed and the requirements of society.

A perusal of the statement of Receipts and Expenditure of the Department for the last ten years, given above, will show that there has been a steady fall in the

revenue of the Department. This decline in receipts is due to various factors and has to be guarded against. All this work requires the sole and undivided attention of a whole-time officer. As things stand to-day, no useful purpose will be served by amalgamating this office with some other Department. The savings that are likely to be effected by this arrangement are of small consequence in comparison with the loss of revenue which will result by neglect and inattention, which are inevitable in such a case. After considering all the aspects of the matter, we are convinced that the post of Inspector-General must be retained, if the Department is to play its proper role in the future scheme of things.

2. *Assistant Inspector-General and the Inspecting Officer.*

Our recommendations regarding the retention of the post of Inspector-General, cover the post of Assistant Inspector-General and the two posts of Inspecting Officers as well. From the material placed before us, we are convinced that the Inspector-General cannot discharge his duties fully and efficiently unless he receives the assistance of these officers. The Assistant Inspector-General looks to the office work and the correspondence of the Department and all important cases are submitted to the Inspector-General through him. The two Inspecting Officers have to tour the districts and the interior, with a view to supplement the work of the Inspector-General. It will be seen that these officers are indispensable for the Inspector-General. In view of the increase in the volume of work and the multifarious duties attached to the Department, the retention of these three posts is a dire necessity. We are, therefore, of the opinion, that the posts of Assistant Inspector-General and the two Inspecting Officers must be retained for the Department.

3. *Reorganization.*

Having regard to the nature and volume of the work in the Department and its future expansion, it is of utmost necessity that the whole organization should be overhauled and brought on modern and up-to-date lines to cope with the demand that will be made upon it in the future. The territorial jurisdiction of the various Registration offices should be defined more clearly and the

whole dominions should be divided into two Divisions, and placed under the two Inspectors with headquarters at these centres, namely, Warangal, and Aurangabad. This will facilitate the working of the Department and the smooth supervision and inspection of the various offices, and ultimately result in savings in touring charges.

We would further recommend that the work of registration in Taluqas should be placed under the control of Munsiffs. Similarly the work in the districts may be placed in charge of District Judges. This arrangement will be necessary since Munsiffs will have to do the work of registration in places where there will be no regular registration offices. The Department, as a whole, should be placed under the Judicial Secretariat, with the Hon'ble the Judicial Member, in charge of this portfolio.

We are emphatically of the view that this change will place the Registration Department under very effective supervision and ultimately improve its efficiency.

4. *Registration Offices in Hyderabad and Districts.*

We now take up the question of the Registration offices functioning in Hyderabad proper and the Districts.

It will appear that at present there are four Registration offices functioning in Hyderabad proper. A reference to the number of documents registered during the year 1351 F., will show that there is no necessity of maintaining four Registration offices in Hyderabad. We are convinced that of the four offices, one should be abolished and the remaining three, namely, one Head Office for Hyderabad proper and two offices for Sultan Bazaar and suburbs allowed to function.

As regards the establishment of Registry offices in districts, the Salaries Commission had fixed the standard that in places yielding an income of Rs. 2,500 whole-time Sub-Registrars should be appointed, and the system of Commission abolished.

The Department in its reply has maintained that once an office is opened under this standard, it cannot be abolished on the ground of subsequent diminution in its income. We are not in agreement with this view, as in

our opinion, the very object of the fixation of this standard will be frustrated if this view point is upheld.

We are of the opinion that the standard should now be raised to Rs. 4,000 as with the separation of the Judicial and Revenue functions, one Munsiff is now available at each Taluka. At such places the work of registration should be allotted to the Munsiffs.

Registrars should only be appointed at places where the centre yields an income of Rs. 4,000 or more.

The Inspector-General of Registration pointed out during the course of his evidence that the proposal for the replacement of Sub-Registrars by the Munsiffs will not be economical, in as much as half the amount of the commission is payable to the Judicial Officers, whereas the Sub-Registrars are allowed one-third of the commission only. According to him this system will be more expensive and will, if anything, lead to increase in expenditure.

We are emphatically of the opinion that no commission should be paid to any officer for executing the work of Registration. The system is wrong in principle and should be put a stop to forthwith. In fairness, no Government servant should be paid any extra remuneration over and above his salary in the form of commission, etc., for work done in the usual course of his duties.

We are informed that no part of this commission amount is paid to the Executive or Judicial Officers who are called upon to undertake the Registration work, in British Indian provinces, like Bengal, Bihar and U.P.

We would, therefore, strongly urge Government to take adequate measures to stop the payment of commission amounts to the officers for doing registration work.

This proposal will result in substantial saving to Government.

This arrangement will lead to the reduction of the following Sub-Registry Offices which do not come up to the prescribed standard and result in considerable savings:—

- | | | |
|---------------------|----|---------------|
| Aurangabad District | .. | 1. Kannad. |
| | | 2. Gangapur. |
| | | 3. Bhokardan. |

Beed	..	..	4. Ashti.
			5. Pattri.
Nanded	..	..	6. Khandhar.
Gulbarga	..	..	7. Yadgir.
			8. Serram.
Raichur	..	..	9. Alampur.
			10. Manvi.
			11. Kushtagi.
			12. Davedurg.
			13. Gangavati.
			14. Lingsugur.
			15. Sindhnoor.
Bidar	..	..	16. Nilanga.
Medak	..	..	17. Kalabgur.
			18. Siddipet.
Nalgonda	..	..	19. Jangaon.
			20. Huzurnagar.
Mahboobnagar	..	..	21. Mahboobnagar.
			22. Narayanpet.
Warangal	..	..	23. Mahboobabad.
Karimnagar	..	..	24. Jagtiyal.
			25. Sirsillah.
Adilabad	..	..	26. Adilabad.
			27. Kinnot.

The following scale of peons will be allowed to the Inspector-General, Registration and his staff:—

Name of posts	No. of peons to be allowed	No. of peons to be retrench- ed
1. Inspector-General, Registration ..	1 Daffadar. 2 Peons.	
2. One Asstt. I.G. ..	1 Peon.	
3. Two Inspectors ..	2 Peons.	1 Peon.
4. For total strength of 25 clerks at one peon for 10 clerks ..	3 Peons.	
5. For Majaria and Mousoola ..	2 Peons.	
Total ..	1 Daffadar 10 Peons.	1 Peon.

The financial effect of our proposals will be as follows:—

Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
1. Retrenchment of 27 posts of Sub-registrars ..	60-5/2-100	26,496	3,785	30,281
2. Retrenchment of one post of peon ..	12-1/7-15	162	23	185
Total ..	..	26,658	3,808	30,466
Net Savings ..	..	..	..	30,466

6. MINES AND GEOLOGICAL SURVEY

The annual expenditure on this department during the last four years has been as follows:—

			Rs.
1351 F. (Accounts)	..	..	1,10,116
1352 F. „	..	..	88,436
1353 F. (Estimate)	..	..	1,27,292
1354 F. „	..	..	84,830

Organisation.

The administrative control of this department is vested in the Director of Mines and Geological Survey, who is assisted by an Assistant Mining Engineer, Petrologist, Chemist and Geologists.

Our Proposals.

This is an expanding department and the mineral resources of the Dominions have to be developed to their fullest extent, and adequate measures should be taken to attain this end. The coal industry deserves special attention, in view of the fact that Government has recently acquired the collieries. The Post-War development schemes of Government will also necessitate the rapid expansion of the activities of this department.

It is gratifying to note that an eminent expert of the position of Dr. Heron has been placed in charge of these schemes. The Director has pointed out in his note that since his taking over charge on 1st Aban 1353 F., the department is being reorganised and developed on new lines and with this end in view additional staff consisting of one Geologist, one Surveyor and some clerks and peons has been sanctioned by Government. Proposals for more staff are now under consideration of Government. Dr. Heron thinks that in view of the activities of the department, it is not possible to effect any retrenchment at this stage.

We are confident that under the new guidance, this department will achieve satisfactory results and thus add to the wealth and prosperity of the Dominions.

We have given due consideration to the points emphasised in Dr. Heron's note and are of the opinion that it is not desirable to curtail the activities suggested above by proposing any retrenchment. As a matter of fact the expenditure incurred on the various schemes under consideration will repay the department in the long run. In view of these considerations, we do not recommend any retrenchment in the Mines and Geological department. The position may however be examined by Government after a period of 10 years.

9. MINT.

We understand that some change in the organisation of the Mint is also under consideration. We would welcome the decision to employ a whole-time Mint Master.

We also understand that there is a proposal to transfer the security printing press to the Mint. This will facilitate the printing of currency papers and improve its standard. We endorse these measures which will improve the tone and standard of Mint management.

12. POST OFFICES

The following statement will show the growth of expenditure in this department during the last four years:—

	Actuals 1850 F.	Actuals 1851 F.	Revised 1852 F.	Budget 1853 F.
Pay and Allowances ..	8,49,834	8,29,668	8,48,170	8,81,816
T.A. and Tour charges	22,485	24,833	23,000	23,000
Contingencies and special charges ..	1,42,894	1,68,910	1,51,426	1,60,428
Total ..	10,14,718	10,23,406	10,22,596	10,15,244

Analysis of the Growth of Expenditure.

The growth in the expenditure has been due to the increase in the activities of the Department.

Organization.

The administrative control of the Postal Department is vested in the Postmaster-General, who is assisted by one Deputy Postmaster-General and one Assistant Postmaster-General.

Our Proposals.

We have given very careful consideration to the various items of expenditure relating to this department and the reply to the questionnaire received from the Postal Department. We also examined the Postmaster-General on the various items relating to his department. We are constrained to remark that we received little support from him in our proposals for retrenchment in regard to some of the items of expenditure. We are fully conscious of the fact that the activities of the Postal Department should be increased considerably, and after full and mature consideration we have come to the conclusion that the following items of economies can be effected in this department without impairing the efficiency of the department.

Printing Press of the Postal Department.

This department maintains a separate press of its own, for the printing of forms, etc. Out of 800 forms required for this department, about 600 are printed in this press and the printing of the remaining 200 forms are arranged in the Government Central Press. The following establishment has to be maintained for this small press, involving an annual expenditure of Rs. 5,824.

			Rs.	Rs.
1.	One clerk in the grade of ..	..	70-5/1-100	1,080
2.	One .. ..	..	35-3 1/2-70	630
3.	4 .. ..	..	20-1-40	1,440
4.	7 .. ..	..	12-1-20	1,428
5.	2 Book-binders .. ..	..	15-1/2-20	432
6.	1 .. ..	..	25-1/2-35	310
7.	2 .. ..	..	15-1/2-25	504
				5,824

The only reason assigned by the Postmaster-General for the separate maintenance of a press, during the course of his evidence before the Committee was that orders were not executed promptly by the Government Central Press, which caused much inconvenience to the Department. This contention is not sound and can hardly stand a close scrutiny. Complaints of delays can be remedied by the exercise of due vigilance and reference to the Head of the Department. We would strongly urge Government to take strong measures for making the Press Department efficient and economical. It is rather surprising that inspite of very costly and large number of staff, the Government Press is run on the lines which are unsound, inefficient and uneconomical from the business point of view.

The Committee after a very careful consideration has come to the conclusion that no case has been made out for the maintenance of a separate press at an enormous expense. When other departments of the Government have to depend solely on the Government Press for their requirements, there is no reason why the Postal Department should be allowed the luxury of a separate Press. In case the Government Press is not equal to the task, orders can be placed with private firms by inviting

regular tenders. The Committee is therefore emphatically in favour of the abolition of the press maintained by this department.

As has been shown above, this arrangement will bring about an annual saving of Rs. 6,656.

Store.

The Postal Department maintains the following establishment for its store section:—

			Rs.
Superintendent	1		150-270
Clerks	3 '		35-70
Menial staff	13 .. ..	.. 2 in the grade of	25-1/2-35
		4 " "	15-1/2-25
		2 " "	15
		5 " "	12-1/7-15

According to the evidence of the Postmaster-General the value of the store does not exceed Rs. 50,000 annually. For Public Works Department, Divisional Stores valued annually considerably more than Rs. 50,000, there are Store Keepers who are not paid so highly. But it is strange that a small store of the Postal Department should have to engage such a big establishment.

We are emphatically of opinion that the post of Superintendent stores be retrenched forthwith and in its place a post in the grade of Rs. 80-3/1-125 should be created. Similarly one post of clerk in the grade of Rs. 35-70 should also be retrenched. When there is a staff of 13 menials there cannot be any justification for so many clerks.

This arrangement will result in an annual saving of Rs. 2,306.

According to the scale of Peons laid down by the Retrenchment Committee, Postmaster-General will be allowed one Daffedar and two Peons, Deputy Postmaster-General 2 peons and Assistants Postmaster-General 1 peon, and for ten clerks there will be 1 peon.

14. GENERAL ADMINISTRATION.

4 (a) & 5 (a).—*Office of the Controller-General Audit and Accounts (Finance Department).*

The part that the Finance Department plays in shaping the fortunes of the State and the building up of its financial stability can hardly be overestimated. This is undoubtedly one of the key departments on the soundness and strength of which hinges the smooth running of the entire Government machinery. It has not only to feed all the departments and to control the expenditure so judiciously, as to leave sufficient balance for the needy offices but to build up large reserves for emergencies. The task which this department is called upon to perform is of a peculiarly delicate and complicated nature requiring the highest qualities of statesmanship and financial experience, combined with vision, broad-mindedness and a sense of realism. The sound budgetary position of Hyderabad in these hard and difficult times can be ascribed to the wise guidance and excellent control exercised over this department. We note with satisfaction that the observance of the strictest rules of economy in expenditure has been the key-note of the policy of the Finance Secretariat in relation with the departments under its control. The Finance Department, as the custodian of the finances of the State and the guardian of general revenues has given a good account of itself, which may as well be emulated by other departments. The position with regard to this department was examined very closely and discussed fully by us. The chief feature of its administration has been that additions in the staff of the departments under its control were only sanctioned when there were enough and sufficient justifications for it. After mature deliberations, we have come to the conclusion that there is no room for retrenchment either in the staff or establishment.

We now proceed to deal with the Audit and Accounts Department.

Reorganisation of Audit and Accounts Department.

We understand that a scheme for the reorganisation of the Audit and Accounts Department has been sanctioned recently by Government. The scheme envisages the constitution of separate services for the Finance and the Audit and Accounts Departments. Under this scheme the scales of pay of the officers of the Audit and Accounts Department have been decreased. The designation of the Accountant-General has been changed to that of Controller-General of Accounts and Audit and his salary fixed in the scale of Rs. 1,700-75/1-2,000. There will now be one Senior Deputy Controller-General in the grade of Rs. 1,100-50/1-1,300, two Deputy Controllers-General in the grade of Rs. 900-50/1-1,100, Assistant Controllers-General (300-750), Junior Controllers-General (300-500) and D.T.O.'s (200-400).

The revision in the scales is likely to result in a saving of over Rs. 16,000 per annum.

We do not only endorse this decision but will emphatically urge Government to raise the standard of Audit still higher.

Controller-General of Accounts and Audit.

We find that the status of the Accountant-General has been raised to that of Controller-General of Accounts and Audit. While welcoming this decision, we would emphatically urge Government to raise the status of the Controller-General still higher and to make it analogous to that of the Auditor-General of India, consistent with the higher responsibilities which have now devolved upon him, and to ensure the functioning of a sound and independent audit. We understand that in the British India, the provincial and the Central Audit departments enjoy a unique position and are entirely independent in their own spheres. The Auditor-General of India is appointed under the statute and is responsible only to the Secretary of State for India, untrammelled by interferences either from the Viceroy or the Provincial Governors. His emoluments are very high and after retirement he can hold no office of profit either under the crown or in the States. He thus enjoys a very high status and is not subordinate

to any authority in India. He is vested with such statutory powers which leave him free to form his own independent judgement without any extraneous considerations. Such powers and status are absolutely necessary for the Head of the Audit Department to impart dignity to this office and to ensure the sturdy independence of audit.

It is a recognised principle that a strong and independent audit is the back bone of Government and a tower of strength to the departments.

We would recommend that the status of the Controller-General should be raised still higher similar to that of the Auditor-General of India, and he should be designated as Auditor-General.

We would now like to make a few suggestions, for the consideration of Government.

Railway Accounts and Audit.

Under the present system a separate office of Chief Accountant and Auditor exists in the Railway Administration and a separate office of Government Railway Audit functions under the Controller-General of Accounts. While the former discharges the functions of Accountant-General in respect of Railway Accounts and Audit, the latter applies a kind of super audit. This arrangement after the acquisition of the Railway by Government is an anachronism and meaningless. As a matter of fact audit work should be absolutely independent and therefore we recommend that the post of Chief Accountant and Auditor should be abolished and be replaced by a Deputy Controller-General Railway Accounts and Audit under the supervision of Controller-General of Accounts and Audit, and the establishment of Railway Audit office should be abolished. This will result in considerable saving and ensure independence of the audit which is so vital for the healthy atmosphere in the Railway administration. The existing situation is that the Railway Account and Audit under the General Manager and the Railway Board is not at all independent.

14. GENERAL ADMINISTRATION.

6. (b) DAFTAR-E-DIWANI AND MAL.

The expenditure on this Department during the last four years has been as follows:—

	Actuals 1350 F.	Actuals 1351 F.	Estimate 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	1,59,857	1,51,566	1,48,497	1,71,387
T.A. and Tour charges	24	1,731	..	..
Contingencies and Special charges ..	61,462	11,935	15,369	12,060
Total ..	2,21,343	1,65,232	1,63,866	1,83,447

Organization.

The administrative control of this department is vested in the Director, who is assisted by six Assistant Directors and Deputy Assistant Directors.

1. One Assistant Director. Rs. 500-50/1-1,000.
2. One Assistant Director. Rs. 300-35/1-1,000.
3. One Deputy Assistant Director. Rs. 350-25/1-600.
4. } Three Deputy Assistant Directors. Rs. 200-
5. } 20/2-400.
6. }
7. One Probationer. Rs. 150.

OUR PROPOSALS.

This department has got a history of its own and stands on a different footing from other offices. To be frank, there has been some misconception regarding the functions and staff of this department for sometimes past. As a matter of fact, we also shared some of the misgivings prevalent, relating to its working. We, accordingly closely examined and scrutinized thoroughly the

material placed before us, with a view to ascertain whether the doubts and suspicions were well-founded. We also examined Mr. Mohd. Nasiruddin Khan, Director and Nawab Ali Yavar Jung Bahadur, in order to gain first-hand knowledge of the department. Their evidence proved most valuable and drew a complete picture of the actual working of the department and its real requirements. We had, accordingly to modify our opinions in the light of the information supplied to us.

It appears that the following six offices were amalgamated with the Daftar-e-Diwani, some years ago:—

1. Daftar-e-Mal.
2. Daftar-e-Mulki.
3. Daftar-e-Istaifa.
4. Daftar-e-Mansib and Khitabat.
5. Daftar-e-Mawahir.
6. Daftar-e-Ahade-e-Mughlia.

Subsequently the following six offices were also merged in this office.

1. Darul-in-Shah Office,
2. Munshi Khana,
3. Bakshigiri Office,
4. Qanungo Office Record,
5. Peshkari Office Record,
6. Legal Documents of the Central Treasury.

From the above list, it is obvious that Daftar-e-Diwani does not represent one single office but is a combination of a number of offices containing historical records, sanads of grants and jagirs and other records of great value and importance. The task with which this department is faced, as the result of amalgamation and merger of the above-named offices is stupendous. The Department has acquired special significance, not only, as record and authentication office, but also as depository of valuable and rare historical treasures which, by reason of their antiquity and importance are unparalleled and provide the most authentic material for historical research. It further transpires that the collections of various types of documents numbering approximately several lakhs,

have to be classified under more than one hundred heads. These documents have not only to be carefully preserved, but arranged, classified, indexed and catalogued on modern and scientific lines. Over and above these, this office has to deal with Atiyat cases as well, which are often of complicated and exacting nature unlike other record offices, which are not more than fifty or sixty years old, a number of the documents preserved in these offices date back to about three hundred years and contain valuable material relating to the administration of the different departments of the Dominions from the time of Asaf Jah I, as well as of the time of the Moghul Emperors. These documents have proved of invaluable assistance, not only in the decision of Atiyat cases, but in disputes relating to the boundaries and treaties with other Governments.

The above account will give a fair idea of the very important and colossal work entrusted to this department. Naturally, the establishment and staff employed in the execution of this work must bear due proportion to the magnitude of the task in hand. Judged in this light, the establishment, is in our opinion, just sufficient to carry on the work.

As regards the gazetted officers, we are constrained to remark that their number appears to be in excess of actual requirements. Some readjustment will therefore have to be made in the number of officers, which is six, and the work distributed judiciously. This arrangement will not only be conducive to economy but improve efficiency.

What is really required, with a view to raise the standard of work, is to take effective measures to strengthen the non-gazetted establishment, by recruiting qualified persons and not merely concentrating on the gazetted officers. This aspect of the matter has to be borne in mind, in view of the fact that the huge mass of material and records deposited in this department will require long years of patient and careful labour and attention for proper classification, indexing and cataloguing and historical research. Considering the magnitude of the task, we do not propose any retrenchment in the non-gazetted establishment.

We now proceed to make our recommendations regarding the gazetted staff.

1. *Director.*

The present scale of pay of the Director is Rs. 500-1,000. The Pay and Allowances Sub-Committee has however, recommended a scale of Rs. 800-50 2-1,150, for the Director. The recommendations further lay stress on the desirability of having a non-technical man with administrative experience, as Naib Nazim, in case the post of Nazim is held by a technical man and vice versa.

We are in agreement with these proposals and strongly recommend them for consideration of Government.

2. *Assistant Directors.*

After careful consideration we have come to the conclusion that the existing gazetted staff is excessive, and that there is room for retrenchment in this cadre. It will appear that there are six Assistant Directors, of whom one is in the grade of Rs. 500-1,000, and one in the grade of Rs. 300-35-1,000. Such a large number of gazetted staff with the present scale of salaries is certainly open to many objections.

The Pay and Allowances Sub-Committee after commenting on the present unsatisfactory state of affairs has proposed the following gazetted staff, besides the Nazim and their scale of salaries:—

1. Naib Nazim Rs. 500-750
2. Assistant Nazim (Atiyat Section). 1 post . . . Rs. 300-500
3. Assistant Nazim (1 post). Rs. 200-400

The departmental reply to the questionnaire has expressed its agreement with the reduction of the two posts of Assistant Directors in the grades of Rs. 500-1,000 and Rs. 300-35-1,000 respectively on vacancy. On careful examination of the recommendations of the Pay and Allowances Sub-Committee and the proposals embodied in the departmental reply, we propose the following readjustments in the gazetted staff. We are of the opinion that one post of Assistant Director in the grade of Rs. 300-35-1,000 be retrenched on vacancy. The other post of Assistant Director in the grade of Rs. 500-1,000

will be converted into the post of Deputy Director in the grade of Rs. 500-750 in accordance with the recommendations of the Pay and Allowances Sub-Committee. We further propose the conversion of the post of one Assistant Director in the grade of Rs. 350-600 into 300-500 according to the proposal of the Pay and Allowances Sub-Committee. We also propose that one post of Deputy Assistant Director in the grade of Rs. 200-400 and that of one Probationer in the grade of Rs. 150 be retrenched forthwith.

As a result of our recommendations, the gazetted staff of this office, will be as follows:—

Proposed scale.

	Rs.
1. One Director	800-50/2-1,150
2. One Deputy Director ..	500-750
3. One Assistant Director ..	300-500
4. Two Deputy Assistant Directors ..	200-20/2-400.

If a technical man holds the post of Nazim, the Naib Nazim should always be non-Technical man with administrative experience. If it is not possible to transfer the present Nazim, the post of Naib Nazim should be filled by a Technical man, and in that case the scale of pay of the Naib Nazim would be the same as that of Professors of the Osmania University, viz. Rs. 500-30/1-800-50/1-1,000.

Reorganization.

In view of the magnitude of the task before this department, it is of utmost importance that the whole machinery should be reorganized and readjusted, so that the standard of work may be raised. The mass of documents and records which are lying in a disorganised state have to be arranged and classified on modern scientific lines, lest these precious and valuable materials may be lost to oblivion. With a view to achieve success in this direction, it will be necessary to have an up-to-date and efficient staff, consisting of scholars and men fired with passion for knowledge and research. In order to make the reorganization of this department really effective

classification of the non-gazetted services will have to be made into technical and administrative and posts and designation earmarked according to the duties to be assigned to the staff. Such classification will afford ample opportunities to the different sections to concentrate on their own specified duties. It would be conducive to efficiency as well as economy if more attention is paid to the creation of posts like Readers, Cataloguers and Checkers, etc., instead of concentrating too much on the gazetted staff.

We would strongly urge on Government the desirability of taking adequate measures to make the department as efficient and thorough as possible, so that the mass of material deposited, may not only be saved from destruction but utilised to the best advantage for the uplift of the Dominions.

The following statement will show the number of peons to be allowed to the Director and his office and the number to be retrenched:—

Name of the post	No. to be allowed	No. to be retrenched
1. Director	1 Daffadar. 2 Peons.	
2. Dy. Director ..	2 Peons.	
3. Asstt. Directors 3 ..	3 Peons.	1 Jamadar. 6 Peons.
4. For the total strength of 97 clerks at the rate of one peon for 10 clerks	10 Peons.	
For Mausoola and Majaria work ..	4 Peons.	
Total ..	1 Daffadar & 21 Peons.	1 Jamadar & 6 Peons.

[Statement,

The financial effect of our proposals will be as follows:—

Sl. No.	Name of the post to be retrenched or converted	Grade	Annual average cost	Pensionary charges	Total
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1	Conversion of the present grade of Director into Director Class II.	Conversion of 1 (500-1,000) into	+		
2	Conversion of one post of Asstt. Director into one of Dy. Director	1 (800-50/2-1,150) Conversion of 1 (500-1,000) into	..	*	..
3	Retrenchment of one post of Asstt. Dir. ..	1(500-25/2-750)	2,167	310	2,477
4	Conversion of the grade of one Asstt. Director into (300-500)	1(800-35/1-1,000) Conversion of 1 (350-25/1-600) into	7,800	1,114	8,914
5	Retrenchment of one Dy. Asstt. Director ..	1 (300-500)	1,125	161	1,286
6	Conversion of grades of two posts of Dy. Asstt. Director into two posts of (200-25/3-400)	1(200-20/2-400) Conversion of 2(200-20/2-400) into	3,600	514	4,114
7	Retrenchment of one post of Probationer ..	2(200-25/3-400)	213	30	243
8	Retrenchment of one post of Jamadar ..	1(150)	1,800	257	2,057
9	Retrenchment of one post of Jamadar ..	1 (20-2/5-25)	267	38	305
	Retrenchment of 6 posts of peons ..	6 (12-1/7-15)	972	139	1,111
	Total ..	..	17,677	2,525	20,202
	* This involves additional expenses of Rs. 2,310 due to the conversion ..	..	..	..	2,310
	Annual Net savings ..	..	..	..	17,892

14. GENERAL ADMINISTRATION.

6. (c) STATISTICS.

The expenditure on this department during the last four years has been as follows:—

	Actuals 1350 F.	Actuals 1351 F.	Estimate 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Pay and Allowances ..	* 1,15,392	1,59,875	† 64,074	†76,775
T.A. and Tour charges	15,452	8,082	6,800	7,250
Contingencies and special charges ..	1,16,318	33,739	23,047	36,864
Total ..	*2,47,162	2,01,696	†93,921	†1,20,889

* This includes the temporary establishment of Census.

† Includes temporary establishment of Statistics.

Organisation.

The administrative control of this department is vested in the Director, who is assisted by one Deputy Director and two Assistant Directors.

Our proposals.

We have examined in detail the various items of expenditure relating to this department. No civilised Government in this advanced age can, in our opinion, afford to function properly without having at its disposal correct and up-to-date statistics. Judged from this point of view, this department is a real necessity.

The reply to the questionnaire received from the department has been given very close attention. We also examined Mr. Md. Mazhar Hasan, Director of the department, for further clarification of the points arising from the reply to the questionnaire. After a thorough examination of the material and evidence placed before us, we are convinced that there is little room for retrenchment in this comparatively small department. A few

readjustments, however, in the number and grade of officers and establishment will result in some savings, without impairing efficiency, as we shall show below:—

1. *Director.*

A reference to the Budget will show that the Director's salary is in the fixed grade of Rs. 1,200. Since this Directorate has been classified in the category of Class II directorates, by the Pay and Allowances Sub-Committee, the emoluments of the future incumbent should be in the scale of Rs. 800-50/2-1,150.

2. *Assistant Director.*

We find from the Budget that the Director has the assistance of one Deputy Director and two Assistant Directors. In the statement attached to the reply to the questionnaire, the duties assigned to the two Assistant Directors have been shown separately. Without minimising the importance of the work allotted to these two officers, we are constrained to observe that these duties can be performed efficiently by one Assistant Director only, with the help of the establishment under his control. The retention of the services of two Assistant Directors, for this small office, seems to us in excess of actual requirements. We would therefore recommend that the post of 2nd Assistant Director in the grade of Rs. 200-25/3-400 be retrenched. This will result in substantial saving without affecting efficiency.

3. *Establishment.*

A perusal of the Budget will show that there are two posts of first grade clerks in this establishment, in the scale of Rs. 150-10-270, besides 15 posts of 3rd grade clerks, 3 side grade posts and 1 Draftsman. In view of the sufficiently fair number of office establishment, the retention of two first grade posts for this small office seems redundant. In our opinion, one of the two first grade posts should be reduced forthwith. This will not impair efficiency.

4. *Reorganisation.*

Exigencies of modern administration, economic requirements and expansion of trade and commerce make

it imperative that every progressive Government should maintain a Statistics department on sound and modern lines for the collection of correct and up-to-date data. With this end in view, this department should be reorganised and made thoroughly efficient and serviceable, so that the amount spent over it may be fully justified. In our opinion, the time has come, when efforts should be directed not only for collection of data relating to agricultural produce and rates, etc., but for Commerce, Industries, Banking and other Economic and National activities.

Since the efficiency of a department can be judged to a great extent, from correct and up-to-date, data, made available, it is of utmost importance that full attention should be bestowed on the procurement of accurate and timely data. Unfortunately, very little seems to have been done in this direction, so far, in these Dominions. Instances of belated reports and Statistics Books are not wanting. Such delays not only cast reflection on the efficiency of the department but rob the reports of their real value. One of the methods that appeals to us for improving the efficiency of the department is to increase the non-gazetted establishment, by recruiting a number of young, intelligent graduates on reasonable pay and utilising their services fully by giving them a thorough training. These trained graduates, with prospects of promotion made available to them, on the score of merit, will prove, an invaluable asset to the department and enhance its reputation.

The contention of the Director, Statistics, that the Information Section of the Information Bureau should be placed under the Statistics Directorate is based on a misconception. Apart from collecting data, the Information Bureau has a political and publicity aspect which cannot be ignored.

The suggestion for the amalgamation of the Information department with the Statistics Directorate is too fantastic to be accepted. From the nature of the work allotted to this department, it is obvious that it would be much more conducive to its smooth running, if it is placed under the Commerce and Industries Secretariat.

The following statement will show the number of Peons to be allowed to the Director's office and the number of Peons to be retrenched:—

Name of the post	No. to be allowed	No. to be retrenched
1. Director .. ..	.. 1 Daffadar. 2 Peons.	
2. Dy. Director ..	.. 2 Peons.	
3. Asst. Director ..	.. 1 Peon.	
4. For the total number of 21 clerks at the rate of one peon for 10 clerks .. ..	.. 2 Peons.	1 Jamadar.
5. For Mausoola and Majaria works	2 Peons.	
Total	.. 1 Daffadar & 9 Peons.	1 Jamadar.

The financial effect of our proposals will be as follows:—

Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
1. One post of Asstt. Director ..	Rs. 1(200-25/3-400)	Rs. 3,493	Rs. 499	Rs. 3,992
2. One post of Superintendent ..	1(150-10/1-270)	2,648	378	3,026
3. Conversion of one post of Jamadar into a post of Daffadar ..	1 (20-1/5-25) into 1 (16-1/5-18)	60	9	69
Total ..	..	6,201	886	7,087
Annual Net Savings ..	..	..	..	7,087

15. POLITICAL CHARGES.

(7) INFORMATION BUREAU.

The expenditure on this Department has grown as follows during the last four years, 1350-53 Fasli

—	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
Pay and Allowances ..	97,027	1,11,128	1,13,052	1,14,828
T. A. & Tour Charges ..	9,164	7,481	7,500	7,500
Contingencies and Special Charges ..	2,30,426	2,47,425	2,15,516	2,06,482
Total ..	3,36,617	3,66,034	3,36,068	3,28,810

Analysis of the Growth of Expenditure.

From the very nature of the work of this Department, it will appear that it has necessarily to be a growing and expanding Department. Yet a close examination will convince that some reduction is possible in the expenditure.

ORGANIZATION.

The administrative control of the Information Bureau is vested in the Director, who is assisted by an Assistant Press Commissioner, an Assistant Director, Administration and Assistant Directors, Information Bulletin, General Publicity and other sections.

OUR PROPOSALS.

We have carefully examined the various items of expenditure relating to this Department to see how far economies could be effected without impairing the efficiency of the staff. We have also given a very careful consideration to the points raised in the questionnaire and the reply received from the Department.

We have had also the advantage of hearing the Director, Information Bureau, who appeared as witness before the Committee and expressed his views regarding the various questions affecting his Department. We wish to place on record our appreciation of the co-operation extended by him to the Committee in exploring the various avenues of possible reduction in the expenditure of this Department. As a result of our discussions and deliberations, we have come to the conclusion that the following economies may be effected in this Department without detriment to the working of the Department.

ASSISTANT PRESS COMMISSIONER AND ASSISTANT DIRECTOR, ADMINISTRATION.

In view of the fact that the duties of the Assistant Press Commissioner who is in the grade of Rs. 300-800, are not very exacting and that he has sufficient time at his disposal to attend to other duties, he should be entrusted with administrative duties as well, and the post of Assistant Director, Administration retrenched. Having regard to the nature and volume of work attached to these two posts, we are convinced that the amalgamation of the two posts will not only result in considerable economy but in greater efficiency and better disposal of work. The Director of Information Bureau has, during the course of his evidence expressed himself in full agreement with this proposal, provided a first grade Accountant is sanctioned for the accounts work. We endorse the recommendation of the Director, Information Bureau that a first grade Accountant in the grade of Rs. 150-10/1-270, be sanctioned for the Accounts Section of the Bureau. This arrangement will result in economy to the Department to the extent of Rs. 1,210 annually even after providing a first grade Accountant for the Accounts Section

TELUGU AND CANARESE TRANSLATORS AND READERS.

There are at present, the following Telugu and Canarese Translators and Readers in the Bureau, besides the English, Urdu and Marathi Translators and Readers:—

1. Telugu Translator	..	One	Rs. 180-10/1-300
2. Canarese ..	..	..	180-10/1-300
3. Telugu Reader	..	..	150-200
4. Canarese Reader	..	..	100-160

As the number of Telugu and Canarese newspapers is limited, the Readers of these two languages have got very light duties. Further as in addition to these Readers, the Bureau has first grade Translators in each of these two languages, whose duties are also not very exacting, there seems no justification for the retention of the Telugu and the Canarese Readers which seems at present to be superfluous. As matters stand these two Readers may very well be retrenched and their duties allotted to the Telugu and Canarese Translators.

The Director of Information Bureau has, during the course of his evidence before the Committee expressed himself in entire agreement with this proposal.

This arrangement will result in a saving of Rs. 4,342.

HYDERABAD INFORMATION BULLETIN.

There is an annual provision of Rs. 43,000 in the Budget on account of the printing charges of the Hyderabad Information Bulletin. This Bulletin is printed in the Government Press. Of late it has been realised that the charges of the Government Press are excessive and that the work can be executed at much less cost in private press. This view received full support from the Director of Information Bureau, who during the course of his evidence before the Committee stated that the matter was duly considered by a Joint Committee of the Constitutional Secretariat and the Bureau and that the tenders received from the various private printing concerns offered a reduction in rates to the extent of 50 per cent. In view of this difference in rates, it was decided by the Joint Committee that the work of printing should be entrusted to some private press but this could not be given effect to, in compliance with a resolution of the Executive Council, directing the Bureau to get the printing work done in the Government Press only. In view of these facts, the Committee is emphatically of opinion that there is no longer any justification for allowing the work of printing to be executed in the Government Press, which has resulted in considerable loss to Government unless the Government Press is so reorganized that its rates can compete with the Commercial Printing Press. It is now high time that the whole position should be reviewed in the light of the facts. If the Government Press cannot be

run on commercial lines, its establishment and activities should be reduced and printing of Hyderabad Information should be given to private concerns after inviting tenders in the usual way. This arrangement is expected to effect an annual saving of approximately Rs. 15,000.

The Director, Information Bureau, further agreed with the suggestion of the Committee that in case advertisement from the Public Works Department, Revenue, Judicial and Education Departments could be secured for the Hyderabad Bulletin, it will not only add considerably to the income of the Bulletin but may make it self-supporting. The Committee suggest that the question of concentrating all Government advertisement for the Hyderabad Information should be actively investigated by Government.

From the Examination of the Budget we find that with the exception of three posts of readers which are in the scale of Rs. 150-10/1-200, all the non-gazetted posts in the Information Bureau are allowed the same scale of pay as sanctioned for Secretariat non-gazetted staff.

We do not find any justification for the Secretariat scale of pay being given to the staff of the Bureau and recommend that the scale of pay of the non-gazetted staff should be the same as laid down for Directors' Offices, *viz.* Rs. 150-270, for first grade posts, Rs. 80-125, for second grade posts, and Rs. 35-70 for third grade posts.

As regards the menial staff it may be observed that the number of peons in this Department appears to be in excess of actual requirements. The same scale of peons may be fixed for this Department as already sanctioned for other Departments

The following statement will show the number of peons to be allowed and retrenched.

	To be allowed	To be retrenched
1. Director, Information Bureau ..	1 Dafedar	..
	2 Peons	..
2. Assistant Press Commissioner ..	1 Peon	..
3. Editor, Hyderabad Information ..	1 Peon	..
4. Four Assistant Directors ..	4 Peons	..
5. For 35 Clerks at the rate of one peon for 10 clerks ..	4 Peons	..
6. For Mausoola and Majaria work ..	6 Peons	..
Total	1 Dafedar and 18 Peons.	3 Peons

The financial effect of our recommendations will be as follows:—

Sl. No.	Name of the post to be retrenched	Scale of pay	Annual average cost	Savings due to Pensionary charges	Total Savings
		Rs.	Rs.	Rs.	Rs.
1	Conversion of one post of Asstt. Dir., Administration into the post of Acctt. in the grade of Rs. 150-10/1-270.	Rs. Conversion of 250-25-400 into 150-10/1-270	1,059	151	1,210
2	Retrenchment of one post of Telugu Reader ..	150-10/1-200	2,200	314	2,514
3	Retrenchment of one post of Canarese Reader ..	100-4/1-160	1,600	228	1,828
4	Retrenchment of three posts of peons and creation of one post of Dafedar in place of peon..				
	1. Savings due to the abolition of 3 posts of peons Rs. 554	12-1/7-15	273	45	318
	2. Cost of creation of one post of Daffadar Rs. 236	16-1/5-18	..	..	..
	Total net Savings ..	Total	5,132	788	5,870
5	Note.—Besides the savings to be effected by the retrenchment of the above noted posts, an approximate saving of Rs. 15,000 is expected if the printing of the Hyderabad Information Bulletin is entrusted to a private concern or done by the Govt. Press at the rates quoted by private concerns ..	..	..	..	15,000
	Total Annual net Savings ..	..	..	..	20,870

20. COURTS.

The annual expenditure on the Judicial Department during the last four years has been as follows:—

	Actuals 1351 F.	Actuals 1352 F.	Budget 1353 F.	Budget 1354 F.
1. <i>Salaries, Allowances and Contingencies.</i>				
(a) High Court ..	4,76,325	5,92,922	4,94,650	5,08,863
(b) Sessions Courts	2,49,284	2,36,926	2,31,693	2,45,042
(c) District Courts	3,98,559	4,08,492	3,97,698	3,64,458
(d) Spl. Courts and Coroner.	72,694	59,570	64,932	60,462
(e) City Civil Court.	88,000	83,612	88,252	72,997
(f) City Small Causes Court.	41,575	56,776	58,927	51,273
(g) City Criminal Court.	62,507	66,244	66,191	52,590
(h) Munsiff's Courts	9,99,726	9,78,170	10,30,848	10,85,943
(i) Lalaguda Court.	..	..	..	799
2. Non-recurring special allotment for Establishment for 1354 F. only.	..	..	2,23,000	13,920
Total ..	23,88,760	24,82,712	26,56,191	24,56,347
<i>Deduct.</i>				
(1) Process service ..	—1,53,661	—1,79,689	—2,10,054	—2,10,054
(2) Moiety charges and service postage debitable to S.K. Rounding ..	— 287	— 287	— 287	— 287
	..	..	+ 150	— 6
Adjustment ..	+2,29,773	..	..	..
Grand Total ..	24,64,585	23,02,736	24,46,000	22,46,000

Organization.

The control of this Department is vested in the High Court.

Our Proposals.

The Judicial Department forms one of the most important links in the chain of administration. The efficiency and stability of a Government depend to a great extent on a sound and independent judiciary. The judiciary should be such as to inspire confidence in the public, consistent with the prestige of the Government. It has to be borne in mind that the expenditure on this department has to be judged not only from the financial standpoint but from the judicial point of view as well. If the ends of justice require a certain expenditure, it should not be grudged, inasmuch as this is closely linked with the peace and contentment of the people, on the one hand and the integrity of the Government on the other. We are also aware of the fact that the scales of pay allowed to this department do not compare favourably with the Revenue and other departments, with the result that there is discontent and dissatisfaction among the officers which are bound to affect their efficiency. Moreover the poor scales of pay are not likely to attract the best type of legal talent.

We are, therefore, faced with double difficulty in approaching this question from the point of view of effecting economies in expenditure. We examined very closely the working of this department, with a view to find out in which direction retrenchment could really be effected without in any way impairing efficiency. With a view to get further clarification on the subject, we examined Nawab Alam Yar Jung Bahadur, the then Chief Justice and invited the opinion of the Judicial Department as well.

During the course of our deliberations it was suggested that the combination of the Judicial and executive functions on the old lines, might be tried as one of the methods of reducing expenditure. Although this question does not strictly speaking fall within our purview, yet we would like to make some observations on the implications of this suggestion, in view of its importance

and the principle involved in it. The separation of the judicial from executive functions was introduced in Hyderabad about 25 years ago. It was a very bold and daring experiment in judicial reform and has been a success. It is gratifying to note that Hyderabad has led the rest of India, by introducing this reform which is calculated to ensure the independence of the judiciary. To go back to the old days and to revert to the old system would be regarded as a retrograde step, at a time when there is a move in other parts of India to follow the example set by Hyderabad.

After giving due consideration to the various aspects of the question, we are convinced that there is no room for effecting retrenchment in the judicial department in the existing circumstances. What is really required at the present moment is reorganization of the whole department on sound lines which while improving efficiency and ensuring better prospects to the staff, would ultimately result in economy. We now proceed to make our proposals which are as follows:—

1. *High Court.*

The High Court is at present composed of one Chief Justice, 7 Permanent and 3 Temporary puisne Judges, One Inspecting Officer, One Mufti, One Registrar and 3 Assistant Registrars. The High Court is the highest tribunal in the Dominions and the fountain of law and justice. It is the custodian of the rights and privileges of the people and the upholder of justice and equity. Any attempt at reduction in the number of judges, at the cost of efficiency and dislocation of work would be a retrograde measure. No question of retrenchment arises, so far as the judges are concerned.

2. *Temporary Puisne Judges.*

We find that there are at present 3 Temporary Judges in the High Court. We are also aware that this additional number of judges has been provided to cope with the extra volume of work in hand. It transpired during the course of evidence that the number of institution and disposal of cases in this High Court far exceeded the figures available from the British Indian High Courts. It will be necessary, therefore, to retain these additional judges

till the disposal and clearance of all the pending cases. In British Indian High Courts also, additional judges are appointed from time to time to take up extra case work and are retained till the clearance of all the arrear work.

No question of reduction in the number of temporary judges arises till the extra work is entirely cleared.

3. *Inspecting Officer.*

We understand that at present there is no wholetime Special Inspection Officer. The work of inspection of subordinate courts and offices formerly entrusted to one Inspecting Officer has now been distributed among all the judges of the High Court and any one of these Judges takes up this inspection work according to his convenience, from time to time. It is not right to designate one Judge as Inspecting Officer in the present circumstances. The matter was fully discussed in the Committee and after ascertaining the view of the department we have come to the conclusion that no question of retrenchment arises, so far as this post is concerned.

4. *Mufti.*

The post of Mufti in the High Court carries a fixed salary of Rs. 500 together with Rs. 50 Motor allowance. We understand that the practice in this High Court is that murder cases are referred to the Mufti for his opinion in accordance with the *Sharah-Sharif*. A question was raised as to why such references should not be made to the Mufti Sadaratul-Aliya or to the Head of the Department of Theology, Osmania University and this post abolished altogether. So far as the Mufti of the Sadarat-ul-Aliya is concerned, it should be borne in mind that the Mufti of the Sadaratul-Aliya is a low-paid Officer of ordinary status and as such it would be derogatory to the dignity of the High Court that cases from the highest tribunal should be referred to such a petty officer for opinion. The other suggestion, in our opinion regarding reference to the Department of Theology, Osmania University does not appear to be feasible. On grounds of Policy as well as in the interest of Education it does not appear advisable that the calm and serene atmosphere of this sanctuary of knowledge should be disturbed with judicial references. Moreover such an arrangement is

likely to lead to embarrassment and complications, which should be avoided at all costs. After examining the implications of the above suggestions, we are of the opinion that the post of Mufti, High Court should be retained.

5. *Reorganization of the Judicial Department.*

It will have to be admitted that the present scales of pay and the prospects open to the Munsiffs and other Judicial Officers are not at all attractive. As a matter of fact they are smarting under a sense of inferiority, when they compare their lot with their brethren in more favoured departments. This is bound to affect efficiency in the long run. Absence of any provision for long range and gradual advancement in service makes the position of these officers worse. We have taken due note of these defects in the present system and are of opinion that suitable measures should be taken to remedy those defects as far as possible. We are particularly anxious for this, because a contented and efficient judiciary is sure to inspire more confidence and respect in the public mind.

The question whether the present number of Munsiffs was in excess of requirements also received due consideration. Views were expressed before the Committee favouring the abolition of Munsiffs in those Taluqas where work was comparatively light and amalgamating two or three such Taluqs under one Munsiff. It was also suggested that in case of abolition of Munsiffs in such small Taluqas, their work might be allotted to Honorary Magistrates. Some views were also expressed favouring the reversion to the old system under which the Judicial and executive functions were combined, with a view to reduce expenditure in administration. Nawab Alam Yar Jung Bahadur during the course of his evidence discounted such suggestions and maintained that there should be one Munsiff in each Taluka. He was further of opinion that these questions should not only be judged from the financial point of view but from the judicial stand point as well. We have given due consideration to these views and suggestions and are of opinion that the standard of judiciary should be kept at a high level, so as to enable it to inspire regard and confidence among the populace, who naturally look to it as the citadel of public rights and liberties.

We understand that the Judicial Department is fully alive to the necessity of introducing the necessary reforms in the present system. As a matter of fact a scheme of reorganisation of the Judicial service has already been submitted and is under the consideration of Government. Nawab Ali Yavar Jung Bahadur explained to us the details and implications of the scheme and furnished copies of the "Guzarish" submitted to Government. The scheme contains proposals for the constitution of a separate Hyderabad Judicial service, divided into Class I, Class II and Class III. Provision has been made for long range promotions with efficiency bars at certain stages.

It is proposed to include 28 posts of Divisional and Sessions Judges, District Judges and District Magistrates, Registrar, High Court and other Officers of similar rank in Class I; Class II will include Sub-Judges and Joint District Magistrates, while Class III will consist of Munsiffs, Assistant Registrars, Magistrates, City Criminal Courts and Judges Civil Courts. One of the characteristics of the scheme is that emphasis has been laid on efficiency bars at certain stages.

The proposed scheme while making due provision for the improvement of the prospects of the officers is estimated to result in a net annual saving of Rs. 41,707. It is also expected that in case the scheme is approved by Government the savings will come into effect immediately. Without entering into the details of the scheme we would like to record our views that we are in full agreement with the proposals envisaged in the scheme and are not therefore making any recommendations separately. We would urge Government to examine the implications of the scheme and to give effect to it at an early date. The provision regarding efficiency bars should be enforced strictly and rules and regulations should be framed to regulate and control the actual enforcement of efficiency bars.

6. GOVERNMENT PLEADERS.

We find from the budget that there are two posts of Government Pleaders sanctioned for the High Court in the fixed grade of Rs. 500 each. We also understand that each department has a pleader of its own to look

after its cases and for legal opinion. So far as we understand, no fixed principle has been laid down to govern the scales of fees of these lawyers. Besides these, Special Lawyers are engaged for special cases. In our opinion this system requires thorough overhauling. As things are managed at present, it leads to duplication of work and results in waste. In British India different system prevails altogether. In the High Court, there is one Advocate-General who is in charge of all Government cases in the High Court. He also gives opinion to Government in important matters which are referred to him. He gets a fixed monthly retainer and a prescribed scale of fee for every 'Peshi' of the Criminal or Civil cases conducted by him. Under him there is one Government Pleader who assists the Advocate-General in the discharge of his duties. The Government Pleader also gets a small monthly retainer. One special advantage resulting from the appointment of Advocate-General will be that as this officer will have not only to give his opinion in cases but to conduct those cases in court, he will naturally exert himself whole-heartedly to carry his point of view. This is not possible in cases in which opinion is taken from outside Lawyers on remuneration basis. Outside Lawyers are only concerned with giving opinions in cases, irrespective of the manner in which they are conducted in court or their result. The appointment of Advocate-General will thus prove advantageous to Government.

In the districts there is one Government Pleader who is in charge of Civil and Revenue cases. He gets a fixed retainer together with a fee on a fixed scale in Civil cases. He also gives opinion to the District Officers in cases and legal matters referred to him without any additional charge. He has also to give opinion to Local Bodies, and is paid a fixed scale of fee for the work. For Criminal cases, there is one public Prosecutor in each district. He works on behalf of Government in all Criminal cases of Government in the District, irrespective of departments. He gets a fixed scale of fee for his work together with a small retainer. The appointment to the post of Government Pleader and Public Prosecutor is made from the outstanding Lawyers of conspicuous ability enjoying lucrative practice. Besides the Public Prosecutor, a panel of Assistant Public Prosecutors is maintained by

the District Magistrate, who are engaged in Criminal cases on behalf of Government on a fixed scale of fee, varying from Rs. 16 per diem to Rs. 32 per diem.

It will appear that the system in vogue in British India is not only efficient but economical too. It leads to better co-ordination of work and avoids waste. It is of utmost importance that some such system on the lines of British India should be introduced here. The present system of engaging departmental pleaders for cases is objectionable as it is very expensive.

We understand that a special committee was set up by Government to examine the question of the appointment of Advocate-General and Government Pleaders. We are not aware of the proposals formulated by the Committee for the consideration of Government. We made several requests to the Secretary, Legislative Department to send a copy of the proposals for the consideration of the Retrenchment Committee, but unfortunately there was no response from the department.

We would urge Government to examine this question in the light of the suggestions made by us and to take adequate steps to reorganise the Legal Department on the lines prevailing in British India, with a view to increase efficiency and avoid waste.

7. *Rented Buildings for Criminal and Civil Courts.*

We find that a number of Criminal and Civil Courts are housed in rented buildings on high rates of rent. This results not only in considerable loss to Government, but is derogatory to the dignity of courts. An examination of the expenditure incurred on rents will show that substantial savings could have been made, if Government had arranged for its own buildings. Moreover, in the absence of such buildings, courts, instead of being centralised in one place are scattered over wide areas, to the great inconvenience of the officers, the establishment and the litigant public.

We would strongly urge Government to examine this question in the light of our suggestions and to take suitable measures in this connection.

The scales of peons to be allowed to the Judicial Department should be on the same lines as recommended by us for other departments.

The financial effect of the Judicial Department scheme which has been generally endorsed by us will result in net annual saving of Rs. 41,707.

Net annual Saving Rs. 41,707.

23. EDUCATION.

The annual expenditure on this department during the last four years has been as follows:—

1350 F. (Accounts)	..	= 1,08,37,076
1351 F. (Accounts)	..	= 1,10,76,082
1352 F. (Accounts)	..	= 1,01,97,401
1353 F. (Revised)	..	= 1,20,60,000

Organisation.

The administrative control of this department is vested in the Director, who is assisted by a number of Assistant Directors, while the University administration is under the control of the Vice-Chancellor.

Our Proposals.

This is one of the most important nation-building departments. Its activities are expanding from year to year and are expected to yield very substantial results. As this is one of the key departments on which, to a great extent, hinges the future greatness of the Dominions, special care has to be taken to see that this department develops fully on its own lines and attains its full stature. We understand that a number of ambitious schemes for the reorganisation and development of general and technical education in connection with the Post-War Planning are under consideration of Government. Government sanctioned in 1353 F. an additional recurring grant of Rs. 20 lakhs per year for the expansion of Secondary and Primary Education and further sanctions of expenditure for the coming years are also expected. In view of these schemes and the ever-increasing activities of the department, no large scale retrenchment can be effected, at this stage, without seriously impairing its efficiency and clogging the wheels of its progress. We would however record our opinion regarding some features of the present administration which are in need of close examination and thorough overhauling.

Scales of Salaries of the Gazetted Staff.

As pointed out by Mr. Syed Mohammad Azam, the Director, in his very able and lucid note, the scales of salaries of the gazetted officers of the Education Department have not been on a level with those obtaining in other departments of Public Services, with the result that it has failed to attract the best brains and intellects of the State. The prospects open to the entrants in the Revenue, Finance and Police Departments are admittedly not available to the members of this department, which is attended with deplorable consequences. With the change in the standard of living and the outlook on life, it will not be fair to keep the members of the Education Department in a financially lower position than those who take up other careers. The psychological effect which this sense of inferiority complex is bound to produce is certain to impair efficiency and to chill enterprise and ambition.

With a view to improve the present position, the then Director of Public Instructions, Mr. Syed Mohd. Azam proposed the Constitution of Hyderabad Education Service divided into Class I and Class II which provide for long range scales of pay without any additional cost.

We are of the opinion that this department should be so reorganised as to make full provision for the improvement of the prospects of Gazetted staff and the introduction of Hyderabad Education Service, provided the new scheme does not entail any additional cost. The Pay and Allowances Sub-Committee has recommended the Constitution of 'H' Service and also agreed that the existing scales of pay in the Education Department should not be lowered.

We have also taken due note of the pitiable condition prevailing in the non-gazetted staff of the Education Department. The present lot of teachers in schools was heart rending as the scale of pay was hardly sufficient to maintain their lives and souls. These scales of pay do not compare favourably with the scales of pay allowed in other departments of Government. It was really very touching to see graduate and undergraduate teachers eking out most miserable existence, while men with lesser qualifications were better provided for in other Departments. It is a serious problem in all conscience. Something must be done to ameliorate their condition.

We can hardly expect a high standard of efficiency from such a discontented and ill-paid lot. It is an irony of fate that men entrusted with the duties of shaping and inspiring the younger generations should be kept in such a wretched condition. After giving due consideration to the matter, we would recommend that the present scale of the salaries of teachers should be revised and increased, so as to afford them reasonable standard of life and comfort, which would in our opinion, tend to improve the standard of teaching and general efficiency. They should be given at least the same scales of pay as allowed to the clerks of different grades of the Secretariat Establishments.

Nizam's College.

We would recommend that the scales of salaries in the Nizam's College and other colleges should be made uniform as far as possible and the disparity in the present scales allowed to different colleges avoided.

Separate Administrative Units.

It will be noticed that in the Education Department, there are several administrative islands such as Mahubia Girls School, Jagirdar College, Nizam College, and Madrasa Aliya, which for various reasons have been kept beyond the control of the Director of Public Instructions. This leads to lack of uniformity in the administrative machinery and is not conducive to the healthy growth and development of the Institutions. We understand that these Institutions are run with the advice and assistance of Managing Committees. But the Managing Committees alone cannot exercise effective control without the proper supervision of the Heads of Departments. Even in British Indian Provinces like U.P. and Bihar, Institutions which have Managing Committees to supervise their affairs are under the disciplinary control of the D.P.I. We strongly recommend that all these Institutions should be placed under the control of the D. P. I.

We understand that the Jagirdar College has a Board of Governors. The Board may continue with certain special powers and should exercise control over this Institution.

Technical Education

The Committee welcomes the step taken by Government for amalgamation of the Technical and General Education Departments. It is gratifying to note that considerable impetus has been given to the growth of technical education by its amalgamation with the General Education Department under the control of the Director. This measure has added to the volume of work and responsibilities of the Director and the post-war reconstruction schemes will make some more additions to his duties.

There is special arrangement for electrical and mechanical training in the Osmania Technical College. This Institution was started some 15 years ago in pursuance of the policy of Government to give an impetus to the Industries of the Dominions by making provision for the necessary technical training. Side by side with this Technical College, there are also a number of Technical Schools for Hyderabad and Districts where training in technical subjects is imparted upto the Primary and Secondary stage.

The annual expenditure on these Technical Schools according to the Revised Budget for 1353 F. was Rs. 1,85,000 while the expenditure on the Osmania Technical College during the year 1353 F. was Rs. 1,72,000.

There is a general feeling that there is considerable room for improving and expanding the scope and work of the Technical College. In view of the impetus given to the expansion of industries due to the exigencies of war and the post-war planning developments, it will be necessary to reorganise and improve the standard of technical education to the highest pitch to enable it to cope with the necessary demands and requirements of the various industries. Full advantage should be taken of the present situation and adequate measures adopted to make this Institution a polytechnic. The cost incurred on the development of this Institution will not only amply repay the Department but produce high class technicians and designers who will bring prosperity to the people.

of this College has not been known generally, yet it appears that it has done useful work, and its work has created good impression. The Institution is unique of its kind and might as well give a lead to the whole of India. Having regard to the physical requirements of the people and the immense possibilities of the development of Physical Education in the Dominions, the retention of this Institution appears to be a dire necessity.

We, however, consider that the salary of the Principal of the College is excessive and that this Institution can do without the services of such a highly paid officer.

We would therefore recommend that the post of Principal, College of Physical Education be retrenched and the College placed in charge of the Commissioner Boy Scouts. Of course it may be found necessary to slightly increase the existing pay of the Commissioner, Boy Scouts when he holds dual charge.

3. *Mahboobiah Girls' High School.*

The total annual expenditure of Rs. 1,33,832 is incurred on this Institution, as per estimated budget expenditure for the year 1354 F. The gazetted staff of this school is composed as follows:—

1.	1	B.G.	Rs. 500-25/1-1,000.
2.	6	„	350-25-500.
3.	4	„	300-25-450.
4.	1	„	250-15-400.
5.	1	„	250-10-350.
6.	2	„	150-10-250.

This Institution, has, since its inception, been placed on a higher footing than its sister institutions. Due to non-availability of qualified ladies of Indian Domicile during the initial stages of this school, European Mistresses had to be recruited on high scales of salaries in B.G. currency together with rent free quarters. We do not grudge the past arrangement, as there was no help for it. But now conditions have changed entirely. With the spread of general education, duly qualified lady teachers are available now. Time has therefore come when the whole position should be examined in the light of the present developments and opportunities afforded to the native talents

to take their rightful places. The scale of pay of this Institution should be revised, so as to bring it in line with the scales sanctioned for Nampalli Girls High School and similar Institutions. There is no longer any necessity for appointing Mistresses of European domicile in this School, excepting for teaching subjects like English or any Technical subjects for which local talent may not be available. It should also be laid down that only qualified ladies of Indian Domicile should be appointed in case of future vacancies. The Pay and Allowances Sub-Committee has also expressed similar views on this question.

We would therefore strongly urge Government the desirability of taking adequate measures to give practical shape to our suggestions and proposals relating to this Institution. This will not only result in economy and efficiency but will be welcomed throughout the Dominions.

4. *Rented Buildings for Educational Institutions.*

We find that a number of Educational Institutions are housed in rented buildings on high rates of rent. This results in considerable financial loss to Government. A close examination of the expenditure incurred on rents will show that considerable savings could have been effected in case Government had provided its own buildings. Even if loan is floated for construction purposes it will be economical. We would therefore strongly urge Government to examine the question in the light of our suggestions and to take suitable measures in this behalf.

5. *Osmania University.*

The gazetted staff of the University is composed as follows:—

1. Vice-Chancellor	..	1	Rs. 2,000-50-2,250
2. Registrar	..	1	„ 500-50-1,000
3. Assistant Registrars.		2	„ 350-25- 600
4. Assistant Registrar		1	„ 250-15- 400

We understand that the scale of pay of the University staff has been, recently gone into, by a cadre Committee appointed by Government. Since the recommendations have been accepted by Government, we do not propose to make any proposal in this behalf.

University Press.

The annual expenditure on this Press amounts to Rs. 55,247, according to the actual Budget-figures for the year 1352 F.

The question of retaining a separate Press for the University has to be considered along with the proposals regarding the other departmental presses. On principle, there can be no doubt that there should be one centralised Government press for the entire Dominions and the tendency towards separation discarded. The Director of Government Printing has objected to the maintenance of separate departmental presses on the ground that it deprives the Central Press of a substantial portion of its expected income. There are other considerations as well, which should not be lost sight of, in dealing with the University Press. Besides general printing work, the University Press has to print question papers, forms and other papers of a confidential nature, which cannot be entrusted to any other press. Keeping this in view the University Press should be so reorganised that the main work of this Press should be transferred to the Central Press while a reorganised small press that can cope with the printing of examination papers, forms and secret matter should be retained for the execution of the above work.

We are confident that the suggested reorganisation will relieve the University of the responsibility of maintaining at considerable cost an unremunerative press, and at the same time it will continue to have the facilities for its special requirements.

We would urge Government to examine this question in the light of our observations and to make an early decision in this behalf.

7. Translation Bureau.

The annual expenditure on this Bureau amounts to Rs. 96,738.

The gazetted staff of this Office is composed as follows:—

1. Director	.. 1	Rs. 500-50-1,000
2. Translators	.. 2	„ 350-25- 600
3. Translators	.. 10	„ 250-15- 400

The Translation Bureau has prepared the necessary ground-work and made some useful contributions, but it has to be seen whether the expenditure incurred on it is justified by its actual achievements. During the course of discussions in the committee a view was expressed that the translation work should now be thrown open to scholars on contract basis and the best work approved on the recommendation of a special committee to be set up for this purpose. This method was suggested as a means of improving the standard of translations. Nawab Ali Yavar Jung Bahadur explained to the Committee the difficulties that are generally experienced in getting translation work done on contract basis, Experience had proved beyond doubt that such translations were not submitted within the prescribed period and that the quality of work also was not of a high order.

Nawab Ali Yavar Jung Bahadur pointed out another difficulty in this connection, namely the question of printing the translation in time. According to him due to printing difficulties, number of translations could not be printed in time and as such much of translation material resulted in waste.

We gave due consideration to the points brought to our notice by Nawab Ali Yavar Jung Bahadur and are in full agreement with him. In the present circumstances we do not think it will be proper for us to disturb the present arrangements.

We note that there are at present 12 translators, besides the Director. It has to be decided whether all the 12 translators should be retained or some reduction should be effected in the translation staff.

We are further of the opinion that the translators may be appointed on short terms as it will facilitate distribution of work received from the different faculties. For instance, Faculty of Engineering may have to requisition translation of some books urgently. Just at that time there may not be sufficient work of the translations of the Arts subjects. If the suggested arrangement is introduced more translators can be had for the translation of Engineering Books. It will also have to be seen whether sufficient arrangements have been made in the press for the printing of translation work in time in proportion to its productions with a view to avoid waste.

Proper check should be exercised over the translation work, to see that the standard of translation is maintained at a high level consistent with the general output of work. With a view to give a practical shape to our proposal, we would suggest that the monthly pay bills of the translators should be fully scrutinised and a certificate testifying to the work having been performed efficiently both in quality and in quantity should be endorsed on these bills by the Vice-Chancellor.

This method would in our opinion prove very effective and exercise due supervision on the progress of translation work.

The following statement will show the number of peons to be allowed to the Director and his Office and the number to be retrenched:—

Name of the post		No. to be allowed	No. to be retrenched
1. Director	1	.. 1 Jamadar and 2 Peons.	1 Daffadar
2. Dy. Director	1	.. 2 Peons.	
3. Asstt. Directors	6	.. 6 Peons.	
4. Inspectors of Science, Manual Training and Drawing	3	3 Peons.	
5. For the total strength of establishment at the rate of one peon for 10 clerks	102	.. 10 peons.	6 Peons.
6. For Mausoola and Majaria work		10 Peons.	
Total		.. 1 Jamadar and 88 Peons.	1 Daffadar and 6 Peons.

[Statement.]

The financial effect of our Proposals will be as follows:—

Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
1. Conversion of one post of Secy. Board of Secondary Education	500-50/1-1,000 plus 100 M.A. into 500-30/1-800	2,667	381	3,048
2. Retrenchment of one post of Asstt. Secy. Board of Secondary Education ..	250-15/1-400	4,100	683	4,783
3. One post of Personal Asstt. to D.P.I. ..	250-15/1-400	4,100	683	4,783
4. Principal, College of Physical Education	B.G. Rs. 1,600 or O.S. Rs. 1,866-10-0	B.G. Rs. 19,200 O.S. Rs. 22,420	O.S. Rs. 3,203	O.S. Rs. 25,623
5. One post of Daffadar	16-18	207	29	236
6. 6 Posts of Peons ..	12-15	970	140	1,110
Total ..	..	34,464	5,119	39,583
Net Savings ..	..	..	..	39,583

24. MEDICAL AND SANITATION.

The table below shows the progress of expenditure during 1349-1353 F.

	Actuals 1349 F.	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
A. Allopathic, Medl. and Public Health Department .	27,64,304	29,56,980	30,22,267	40,00,000	51,75,489
B. Unani Medl. Department ..	2,93,750	2,82,881	2,79,873	2,78,000	3,14,121
C. Ayurvedic Medical Department ..	..	15,883	33,204	33,000	38,962

Steady increase in the expenditure has been solely due to the improvements in the existing hospitals and dispensaries, increase in the number of hospitals and dispensaries and expansion in the activities of the Medical and Public Health (Allopathic) Department and the Unani and Ayurvedic Medical Department.

ORGANISATION.

Government maintain Hospitals and Dispensaries and provide medical aid in all the three systems of medical treatment, viz., Western (Allopathic), Unani and Ayurvedic. The control of the Allopathic Hospitals, Dispensaries and other activities of this system is vested in the Director, Medical and Sanitation Department who is assisted by two Deputy Directors, one for the Medical Branch and the other for the Public Health Branch. There is also one Personal Assistant. The number of Government and aided hospitals and dispensaries under the control of the department is as follows:—

A. Government.—

- (1) Special Hospitals 6; (2) First Class Hospitals 17; (3) Second Class Dispensaries 114.

B. Sarf-i-Khas and Local Fund.

(1) Sarf-i-Khas 2nd Class Dispensaries	..	4
(2) Local Fund 2nd Class Dispensaries	..	7
(3) Aided Dispensaries	..	3

The Unani and Ayurvedic Hospitals and Dispensaries, etc., are controlled by the Director, Unani and Ayurvedic Medical Department who is assisted by an Assistant Director and an Inspecting Officer, Local Fund Dispensaries. The number of Hospitals and Dispensaries is as follows:—

A. Unani.

1. Government Hospitals and Dispensaries	..	11
2. Local Fund Dispensaries	..	77
3. Aided Dispensaries	..	7

B. Ayurvedic Aided Dispensaries 31

C. Homeopathic Aided Dispensaries 2

DEPARTMENTAL OFFER OF RETRENCHMENT.

We have examined Col. Waghrey, Director, Medical and Public Health, in detail. Col. Waghrey's evidence was very helpful to us in exploring the different avenues for retrenchment and we place on record our appreciation for the real co-operation which Col. Waghrey readily extended, in the course of his evidence and discussions. Medical and Sanitation Department offered certain economies in expenditure to the extent of Rs. 1,36,436; while Unani and Ayurvedic Medical Department did not suggest any reduction in their existing expenditure.

OUR PROPOSALS.

General.—We have carefully examined the organisation of the Medical and Public Health Department and the Tibbi and Ayurvedic Medical Department. The distribution and location of Allopathic, Tibbi, and Ayurvedic Hospitals and Dispensaries have also been very minutely scrutinised by us. From the study of the distribution list of Hospitals and Dispensaries (vide Appendix 'A' of the Report) it will be seen that at the District and Taluqa Headquarters there are Allopathic Hospitals or Dispensaries as well as Tibbi Dispensaries.

It means that there is wasteful overlapping with the result that Allopathic, Tibbi and Ayurvedic systems of Medical treatment are being provided side by side, without any ostensible attempt for co-ordination and consequent economy. The result is obvious. At the Taluqa Headquarters where there should have been only one well-equipped and well-staffed Allopathic or Tibbi Dispensary, there are now two Dispensaries, both under-equipped, poorly staffed and with insufficient stocks of medicines. It is, therefore, our considered opinion that a system should be evolved and built up in which all the three units, Allopathic, Tibbi and Ayurvedic, should be linked together. To be more specific, the Allopathic unit should operate at the District and Taluqa Headquarters only. At the Headquarters of every District and Taluqa there should be well-equipped and well-staffed Allopathic Hospitals with sufficient accommodation and at these places there should be no Tibbi or Ayurvedic Dispensaries. Places other than District and Taluqa Headquarters and where the population is less than 40,000 should be allotted to the Tibbi and Ayurvedic units. There should be only Tibbi or Ayurvedic Dispensaries in these places, and care should be taken that these Dispensaries are well-staffed and well-stocked with medicines. As a rule these dispensaries should send the complicated medical and all the important surgical cases to the nearest Taluqa or District Hospitals. It will be economical and at the same time a popular move to have Tibbi and Ayurvedic Dispensaries in the rural areas. Tibbi and Ayurvedic treatments are cheap and popular and for common ailments, generally Tibbi and Ayurvedic systems of treatments are preferred by people.

The Committee is also of the opinion that for smaller units, say for areas consisting of population of 2,000 or less instead of having costly Allopathic, Unani or Ayurvedic Dispensaries, Homeopathic Dispensaries may be opened, as an experimental measure. Homeopathic system treatment has proved its efficaciousness and at the same time it is very cheap and popular. Opening of Homeopathic Dispensaries will therefore be cheap as well as popular, so far as smaller units are concerned. It is now time that orthodox prejudice against Homeopathy should be ignored.

At present there is no co-ordinating administrative machinery to link the activities of the Medical and Public Health Department and Unani and Ayurvedic Medical Department. The Committee is therefore emphatically of the opinion that the separate directorates for Medical and Public Health Department and Unani and Ayurvedic Medical Department should be amalgamated and there should be only one Director for all the three systems. In order to ensure that problems of Unani and Ayurvedic Branch receive their due share of attention, there should be a Deputy Director for the Unani and Ayurvedic Branch, and a certain percentage of the Budget allotment earmarked for the expansion and improvement of the Tibbi and Ayurvedic Dispensaries and Hospitals. This proposal will not only be conducive to efficiency but will also result in considerable economy, as the amalgamation will result in reduction of office staff.

For Medical Education we have two first class Institutions, *viz.*, for Western Medical Science, Osmania Medical College which teaches up to M.B., B.S. standard, its course extending to five years, and for Oriental (Unani and Tibbi) Medical Science, Nizamiah Tibbi College teaching up to Tabib Mustanad and Tabib Mahir (Post-graduate standards), courses extending to five years, three years for Tabib Mustanad, and further two years for Tabib Mahir (Post-graduate). It will increase efficiency, and at the same time reduce expenditure, if the arrangements for teaching both M.B., B.S., course and Tabib Mustanad and Tabib Mahir courses are made in one common Medical College. Our intention is not to amalgamate the two systems of science, but to avoid duplication of staff in many instances and also to give better facilities to the Tibbi students without any additional cost. For instance, Anatomy and Physiology, etc., are also taught in the Nizamiah Tibbi College and separate staff is maintained for teaching these subjects. Obviously enough it is waste. If the two Colleges are amalgamated, very highly qualified staff of the Osmania Medical College will be available to the students of the Tibbia College also, and at the same time these students can avail of better facilities for dissection work in Anatomy and Laboratory work in Physiology, etc. In the Osmania

with other Faculties has proved to be successful experiment, and if the experiment of having the Western Medical Science Faculty and the Oriental Medical Science Faculty in one College is introduced it is bound to have very good results. The annual Budget of the Osmania Medical College is Rs. 2,19,390, and that of the Nizamiah Tibbia College is Rs. 41,772. If the two Medical Colleges are amalgamated, there will be considerable saving in overhead charges. There can be a Vice-Principal in-charge of the Tibbia Section and the provision for necessary staff of Professors and Lecturers in special subjects will remain and the Nizamiah Tibbia Hospital will continue to be the practical training centre of the Tibbi students. The advantages of the proposed amalgamation will be great. It will not only raise the standard of teaching of the Oriental Medical Science, without any additional cost, but at the same time, it will also bring the two Sciences together in the course of time. As in the case of the Theology Faculty, there should be an Oriental Medical Science Faculty in the University. We are confident that the experiment will result in reduction of expenditure and we strongly urge Government to take up the proposal.

We are of the opinion that a portion of the cost of the Budget of the Medical and Public Health Department should continue to be charged to the Local Fund. This however does not mean that the whole responsibility of running all local Dispensaries and Hospitals should be saddled on the Local Bodies. Our Local Bodies cannot bear this financial burden, in view of their very limited financial resources. The existing system should therefore continue—Government running all Hospitals and Dispensaries, and debiting a portion of the cost to the Local Funds. Local Bodies can be associated in the management of the Hospitals and Dispensaries by giving them representations in the Managing Committees of Hospitals and Dispensaries which should be formed as soon as possible.

A. *Allopathic.*

Direction.—The existing Gazetted staff of the Direc-

tor's office is as follows:—

1. Director .. 1 post Rs. 1,800.
2. Dy. Directors .. 2 posts Rs. 450-1,000 plus 200, private practice Allowance plus Rs. 150 Duty Allowance.
3. Lady Dy. Director 1 post Rs. 900-1,200 (pending sanction of H.E.H.).
4. Lady Health Officer .. 1 post Rs. 450-1,000.
5. Personal Asstt. .. 1 post Rs. 300-800.

Apparently enough the Gazetted staff at the Headquarters is excessive. We are not convinced that for the inspection of 150 Hospitals and Dispensaries, which number also includes smaller dispensaries and aided clinics, and a few Health centres four highly paid officers are required. In the Madras Presidency, Bengal Presidency and Bihar Province there are no Deputy Surgeon-Generals or Deputy Inspector-Generals. Even conceding that in Hyderabad, Medical and Public Health Branches have been amalgamated, we cannot agree that the work has increased so much as to justify this excessive number of officers. As a matter of fact we are much behind the British Indian Provinces in the organization of Medical Relief. We therefore propose that the Headquarters staff should consist of as follows:—

1. Director 1
2. Deputy Director 1
3. Assistant Director (Non-Technical for administrative work) .. 1
4. The existing grade of the Lady Health Officer should be reduced to that of Assistant Surgeon (Rs. 200-50/5-400).

In accordance with these proposals the following posts will be retrenched:—

1. One post of Deputy Director .. Rs. 450-1,000 plus Private Practice Allowance of Rs. 200 plus Duty Allowance of Rs. 150

2. One post of Lady Rs. 900-1,200.
 Deputy Director
 (if sanctioned by
 His Exalted High-
 ness)

In the Budget there is a provision of B.G. Rs. 500 p.m. for allowance paid to the Residency Surgeon. Since a very highly qualified and efficient staff of specialists is now maintained in the Osmania Hospital and other allied institutions, there is absolutely no justification for the continuance of this allowance to the Residency Surgeon. From inquiries we found that this allowance was sanctioned when about 35 years ago the Residency Surgeon performed the duties of Director, Medical Department also. This is not the case now, but the allowance has been continued. We are informed that the allowance has been continued on the ground that the Residency Surgeon will be consulting Physician and Surgeon to His Exalted Highness. Since under terms of the proposed Rendition of the K. E. M. Hospital, Secunderabad, will be in the regular service of His Exalted Highness's Government, justification for payment of this monthly allowance of B.G. Rs. 500 will be still more unjustifiable.

These facts may be submitted to His Exalted Highness and if His Exalted Highness approves the allowance may be stopped forthwith.

OSMANIA GENERAL HOSPITAL.

The senior staff of this Hospital consists of:—

1. One Superintendent . . Rs. 1,200 plus 200 Allowance.
2. Ten Civil Surgeons . . Rs. 450-1,000.
3. One Resident Medical Officer Rs. 450-1,000 plus 200 Allowance.
4. One Pathologist . . Rs. 450-1,000.

The post of Resident Medical Officer was created when the Director, Medical Department used to be ex-Officio Superintendent, Osmania General Hospital also. With the creation of the whole-time post of Superintendent there is absolutely no justification for the existence of this costly post of Resident Medical Officer. This post

should therefore be retrenched forthwith. The system as prevailing in the big hospitals situated in Calcutta, Bombay, Madras, Delhi should be introduced which provides that a Surgeon, a Physician, Gynæcologist and other specialists and some of their assistants should reside within the Hospital compound and be in their residences, during certain specified hours.

In the cadre of ten posts of Civil Surgeons, for the Osmania Hospital, post of

(1) One Anæsthetist

& (2) One Radiologist are included. We are surprised that for the work of Anæsthetist a Medical officer of Civil Surgeon's grade is required. As a matter of fact this work is done by Junior Assistant Surgeons. This is a waste and we recommend that the post of Anæsthetist should be retrenched forthwith. One of the existing posts of Assistant Surgeons for the Hospital, may be converted into that of Anæsthetist. Similarly there is no justification for a highly paid Radiologist. This work can be done by a qualified Assistant Surgeon. The existing post of Radiologist in the grade of Rs. 450-1,000 should therefore be reduced, and in its place a post in the cadre of Assistant Surgeons may be added.

In the British India as a rule Professors of Pathology of Medical Colleges also perform the duties of Pathologists to the Hospitals, to which Colleges are attached. There is a Professor of Pathology, in the grade of Rs. 600-50/1-1,200, plus a House Rent allowance of Rs. 100 p.m. in the Osmania Medical College and there is also a Pathologist, in the grade of Rs. 450-1,000 in the Osmania General Hospital. Obviously the post of Pathologist is redundant. Professor of Pathology should hold the dual charge of Pathologist to the Osmania Hospital without any additional remuneration so long as the Osmania General Hospital remains the Medical College Hospital for practical training. The post of Pathologist should be retrenched immediately.

There is a Sanitary Supervising Staff consisting of one Sanitary Supervisor, in the grade of Rs. 35-1-60, and three Sanitary Sub-Inspectors, in the grade of Rs. 30-1-50. We do not consider that four supervising officers are really necessary. The post of Sanitary Supervisor and

one post of Sanitary Sub-Inspector should, therefore, be retrenched. We find that there is a post of Superintendent of Electricity, in the grade of Rs. 75-125. This post in our opinion is redundant, and we are not convinced that really there is necessity for the existence of this post. There is an Electrical Technician in the Director's office and in case of minor breakdowns his services can always be requisitioned. Similarly we are not convinced as to the necessity of a statistics clerk, in the grade of Rs. 90-5/1-125, when there are 18 clerks in the office of the Superintendent. The post of Superintendent, Electricity in the grade of Rs. 75-5/1-125, and the post of Statistics clerk, in the grade of Rs. 90-5/1-125 should therefore be abolished.

In the menial establishment there are 6 posts of Theatre Attendants in the grade of Rs. 20-1/1-25, and 18 posts of Ward Dressers, in the grade of Rs. 15-1/5-20. In his evidence Col. Waghrey has agreed with us that these Theatre Attendants and Ward Dressers have the same qualifications and status as Hospital male and female attendants who are in the grade of Rs. 12-1/7-15, and that there is no justification for giving higher rates of pay to Theatre Attendants and Ward Dressers. We therefore recommend that six Theatre Attendants, in the grade of Rs. 20-1/1-25, and 18 Ward Dressers, in the grade of Rs. 15-1/5-20, should be in the grade of Rs. 12-1/7-15.

VICTORIA ZENANA HOSPITAL.

The medical staff of this Hospital consists of one Superintendent, four Senior officers, of the grade of Civil Surgeons, and six Assistant Surgeons. The total annual expenditure over this Hospital is Rs. 2,89,679. But in spite of this well-qualified staff and this expenditure, the Hospital has been reduced to a maternity home only. We would therefore strongly recommend that the huge expenditure on this Hospital should be fully utilised, and the Hospital should be turned into a real First Class Women's Hospital.

The Nursing staff of the Hospital is as follows:—

1. One English Matron in the grade of Rs. 300-10/1-400
2. Five Nursing staff in the grade of „ 100-25/6-175

3. Seven Assistant Matrons in the grade of „ 100-10/1-200
4. Eight staff Nurses, in the grade of „ 75 - 5/1-100
5. Thirthy-seven Nurses in the grade of „ 50 - 5/1 - 75

There is no justification for the separate cadre of Assistant Matron. These seven posts should therefore be converted into the posts of Nursing Sisters, in the grade of Rs. 100-25/6-175.

There is one post of Store-keeper, in the grade of Rs. 75-5/1-100, one post of Stewardess in the grade of Rs. 75-5/1-100 and one post of Linen-keeper, in the grade of Rs. 50-5/1-75. Obviously the post of Store-keeper, in the grade of Rs. 75-5/1-100 and that of Linen-keeper are redundant. One Stewardess is sufficient and the two posts should therefore be retrenched forthwith. There are two posts, one of Electrician in the grade of Rs. 70-5/1-100, and one of Assistant Electrician on Rs. 35. There is no justification for the post of Electrician which should be retrenched. Similarly out of the two posts of Sanitary Sub-Inspectors, in the grade of Rs. 30-1/1-50, one post should be abolished. The post of Laboratory Assistant, in the grade of Rs. 90-5/1-120, is also redundant and should be retrenched. An allowance of Rs. 30 p.m. is paid to the Head Clerk, Md. Abdur Razzaque. We do not find any justification for the payment of this allowance and we recommend its immediate stoppage. As regards the menial establishment, we recommend that all the 33 Female Ward attendants should be placed in the grade of Rs. 12-1/7-15, instead of the existing grade of Rs. 15-1/5-20.

CITY HOSPITALS.

We find that separate full-fledged Police Hospital, in charge of a Civil Surgeon is maintained in addition to the Osmania General Hospital and other City Hospitals and Dispensaries. We do not find any justification for the existence of a separate Police Hospital, and we consider it a waste. Our information is that in many British Indian Provinces Police Hospitals and Dispensaries have been amalgamated with the General Hospitals and Dispensaries and in view of this amalgamation specified

number of beds in Hospitals are reserved for the Police Department. We are emphatically of the opinion that the same system should be tried here. Apart from this fact, a medical officer of the rank of Civil Surgeon is not at all necessary for this Hospital. We, therefore, recommend that the Police Hospital should be changed into a General Hospital for the particular area and it should be in the charge of an Assistant Surgeon. The post of Civil Surgeon should be retrenched. One female Assistant Surgeon and one male Sub-Assistant Surgeon are attached to this Hospital. In future there should be one male Assistant Surgeon, who should be in charge of the Hospital and one female Sub-Assistant Surgeon.

DISTRICT HOSPITALS.

We have carefully considered the suggestion that unimportant districts should be placed under the charge of Medical Officers lower in status than the existing Civil Surgeons. After examining the various implications of this suggestion our considered view is that this course will be detrimental to efficiency. In distant and comparatively less populated districts need for good medical treatment is imperative, and if the services of well qualified and well trained doctors are not available even at the Headquarters of the District, it will be a great hardship to the public and will mean false economy.

In the Jalna Lunatic Hospital, one post of Sanitary Inspector in the grade of Rs. 80-7/2-150, should be retrenched and the following posts of ward attendants should be converted into the scale of Rs. 12-1/7-15.

1. Two attendants in the grade of .. Rs. 20
2. 18 attendants in the grade of .. ,, 16
3. Six attendants in the grade of .. ,, 15

MEDICAL STORE.

There is a medical store in the Department. Our view is that purchase of all medicines should be centralised in the interest of economy. After the War arrangements should be made for the manufacture of common medicines and tinctures in the stores department. This will result in considerable reduction of expenditure.

CHEMICAL ANALYSER AND BACTERIOLOGICAL LABORATORY.

There should be a central Public Health Laboratory. This will mean reduction in expenditure. The Head of the Laboratory need not be an officer of the status and pay of Civil Surgeon. At present the Chemical Analyst draws pay in the grade of Rs. 450-100/5-1,000 plus private practice allowance of Rs. 200. We consider that on a consolidated pay of Rs. 500-30/1-800, a well qualified man can be available for this post.

MEDICAL INSPECTION OF SCHOOLS.

We are fully conscious that Medical Inspection of Schools is a necessity, but we cannot agree that the existing arrangements are satisfactory, and the money spent on this establishment has been well spent. At present the activities of staff for the Medical Inspection of Schools are limited to the Hyderabad City Schools only, and nothing has been done so far for the Districts Schools. The best and most effective method for Medical Inspection of Schools would be to divide the city into Hospital zones and to attach the schools in the zones to the particular Hospitals and Dispensaries. With the co-operation of the Education Department officers arrangements should be made for the periodical medical examination of pupils in batches in the zone Hospitals and Dispensaries. In districts Assistant Surgeons, and Civil Surgeon can visit schools, periodically, after dividing districts into dispensary zones. This method will require organization in the beginning, but once the organization is complete, the medical inspections will produce better results without any additional financial burden. In view of these facts we would recommend that the post of Inspector for Medical Inspection of Schools, in the grade of Rs. 200-50/2-400 plus private practice allowance of Rs. 50 should be retrenched. The staff of two Sub-Assistant Surgeons, three compounders, and one Typist should be attached to the zone Hospitals where pressure may be increased due to the periodical examination of school pupils.

NUTRITION SCHEME.

The Nutrition scheme work is in charge of a medical officer, who is in the grade of Civil Surgeon

Rs. 450-100/5-1,000, and also draws private practice allowance of Rs. 200 p.m. We are not convinced that for this work an officer of this high pay and status is really required. The post of Civil Surgeon should therefore be retrenched and the work may be placed in charge of the Sub-Assistant Surgeon who is already on the staff.

PLAGUE CAMPAIGN.

During the last twenty-five years very effective anti-plague measures have been taken, and we consider that it is not now necessary to have an officer of the status of Civil Surgeon as the Head of Anti-plague organisation. The organisation should be placed in the charge of Assistant Surgeon of the establishment, and the post of Civil Surgeon be retrenched forthwith.

Director, Medical Department, has suggested that the expenditure of Rs. 11,441, per annum over the protection of unclaimed children should be transferred to the Municipality. We agree with this suggestion as we consider that the municipal corporation should rightly bear this expenditure.

UNANI MEDICAL DEPARTMENT.

The post of Assistant Nazim in the grade of Rs. 200 should be retrenched. For this small directorate the post of Assistant Nazim is not justifiable. Inspector of Local Fund Dispensaries can help the Nazim when he is at the Headquarters. Since the Unani Medical Department has been reorganised recently we do not recommend any other reduction in expenditure.

AYURVEDIC MEDICAL DEPARTMENT.

We do not recommend any reduction in this branch of the Department, as the expenditure involved is very low.

[Statement,

The financial effect of our recommendation will be as follows:—

Name of the post proposed to be retrenched	Scale of pay	Annual average cost of the post	Savings due to reduction in pensionary charges	Total Savings
1. Reduction of one post of Dy. Director	Rs. 450-100/5-1,000 plus Rs. 200 p.p. Allce. plus Rs. 150 D.A.	Rs. 8,840 2,400	Rs. 1,192 ..	Rs. 9,532 2,400
2. Reduction of one post of Lady Dy. Director	900-50/1-1,200	1,800 13,160	257 1,880	1,800 15,040
3. Conversion of one post of Lady Health Officer in the grade of 450-100/5-1,000 into the grade of Asstt. Surgeon, in the grade of Rs. 200-50/5-400.	.	4,740	677	5,417
4. Reduction of Allce. of B.G. Rs. 500 p.m. paid to the Residency Surgeon.	..	7,000	..	7,000
5. Reduction of one post of Resident Medical Officer, Osmania General Hospital	450-100/5-1,000 plus 200 Allce.	8,840 2,400	1,192 ..	9,532 2,400
6. Reduction of one post of Anaesthetist, Osmania General Hospital	450-100/5-1,000 plus 200 Allce.	8,840 2,400	1,192 ..	9,532 2,400
7. Conversion of the post of Radiologist, Osmania General Hospital, in the grade of Rs. 450-100/5-1,000.	Conversion from 450-100/5-1,000 grade into 200-50/5-400 grade.	4,740	677	5,416
8. Reduction of one post of Pathologist, Osmania General Hospital.	450-100/5-1,000	8,840	1,192	9,532
9. Reduction of one post of Sanitary Inspector, Osmania General Hospital.	35-1/1-60	561	80	641
10. Reduction of one post of Sanitary Sub-Inspector, Osmania General Hospital.	30-1/1-50	480	69	549
11. Reduction of one post of Superintendent of Electricity, Osmania General Hospital.	75-5/1-125	1,266	131	1,447
12. Reduction of one post of Statistics Clerk, Osmania General Hospital.	90-5/1-120	1,316	188	1,504
13. Conversion of 6 posts of Theatre Attendants, Osmania General Hospital in the grade of 20-1/1-25, into the grade of Rs. 12-1/7-15.	Conversion from Rs. 20-1/1-25 grade into Rs. 12-1/7-15 grade.	708	101	809
14. Conversion of 18 posts of Ward Dressers, Osmania General Hospital in the grade of 15-1/5-20, into the grade of 12-1/7-15.	Conversion from Rs. 15-1/5-20 grade into Rs. 12-1/7-15 grade.	813	119	932
15. Conversion of 7 posts of Asstt. Matrons Victoria Zenana Hospital in the grade of 100-10/1-200, in the grade 100-25/6-175	Conversion from 100-10/1-200 grade into 100-25/6-175 grade.	1,843	263	2,106
16. Reduction of one post of Store-keeper, Victoria Zenana Hospital in the grade of 75-5/1-100.	75-5/1-100	1,100	157	1,257
17. Reduction of one post of linen-keeper, Victoria Zenana Hospital in the grade of 50-5/1-75.	50-5/1-75	800	114	914
18. Reduction of one post of Electrician, Victoria Zenana Hospital in the grade of Rs. 70-5/1-100.	70-5/1-100	943	185	1,078

Name of the post proposed to be retrenched	Scale of pay	Annual average cost of the post	Savings due to reduction in pensionary charges	Total Savings
19. Reduction of one post of Sanitary Sub-Inspector, Victoria Zenana Hospital in the grade of Rs. 30-1/1-50.	30-1/1-50	480	68	548
20. Reduction of one post of Laboratory Asstt., Victoria Zenana Hospital in the grade of Rs. 90-5/1-120.	90-5/1-120	1,316	188	1,504
21. Reduction of Allce. of Rs. 30 p.m. paid to the Head Clerk M.A. Razzaque, Victoria Zenana Hospital.	30 p.m.	360	..	360
22. Conversion of the grade of 33 female ward attendants from 15-1/5-20 grade into 12-1/7-15.	..	1,485	212	1,697
23. Reduction of one post of Police Surgeon ..	450-100/5-1,000 plus 200 Allce.	8,340 2,400	1,192 ..	9,532 2,400
24. Reduction of one post of Sanitary Inspector, Jalna Lunatic Hospital.	80-7/2-150	1,320	197	1,577
25. Conversion of two posts of Attendants Jalna Lunatic Hospital, in the grade of 20 into the grade of 12-1/7-15.	..	156	22	178
26. Conversion of 18 posts of attendants Jalna Lunatic Hospital, in the grade of Rs. 16 into the grade of Rs. 12-1/7-15.	..	540	77	617
27. Conversion of 6 posts of attendants Jalna Lunatic Hospital, in the grade of Rs. 15 into the grade of 12-1/7-15.	..	108	15	123
28. Conversion of one post of Chemical Analyst in the grade of Rs. 450-100/5-1,000 plus 200 Allce. into the grade of 500-30/1-800.	..	2,540	363	2,903
29. Reduction of one post of Inspector for Medical Inspection of Schools.	200-50/2-400 plus 60 p.m. conveyance Allce.	3,920 720	560 ..	4,480 720
30. Reduction of one post of Civil Surgeon In charge of Nutrition Scheme.	450-100/5-1,000 plus 200 p.m. Private practice Allowance.	8,340 2,400	1,192 ..	9,532 2,400
31. Reduction of one post of Civil Surgeon of Anti-Plague Campaign.	450-100/5-1,000 plus 200 p.m. Private Practice Allowance.	8,340 2,400	1,192 ..	9,532 2,400
32. Reduction of expenditure over unclaimed children proposed to be transferred to the Municipal Corporation.	..	11,441	..	11,441
Total .	..	1,38,496	14,944	1,53,440
<i>Unani Medical Department.</i>				
33. Reduction of one post of Asstt. Nazim.	200	2,400	343	2,743
Total .	..	1,40,896	15,287	1,56,183
Net Savings	1,56,183.			

APPENDIX 'A'.

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Serial No.	Name of the place	ALLOPATHIC			UNANI		AYURVEDIC		Remarks
		1st	2nd	3rd	Govt.	Aided	Govt.	Aided	
1	2	3	4	5	6	7	8	9	10
	<i>Aurangabad</i>								
1	Aurangabad	1	..	*1	1	1	..	1	* Jail Hospital.
2	Ambed	..	..	1	..	..	..	..
3	Bhokardan	..	..	1	1	..	..	..
4	Gangapur	..	..	1	1	..	..	..
5	Jalna	1	..	..	1	..	..	..
6	Kanad	..	..	1	1	..	..	..
7	Khuldabad	..	..	1	..	..	..	..
8	Dowlatabad	..	..	..	..	..	..	1	
9	Patan	..	..	1	..	..	..	..
10	Sillode	..	..	..	1	..	..	..
11	Vijapur	..	..	1	..	..	..	..
12	Shafipur	..	..	1	..	..	..	..
13	Phoolmari	..	..	..	1	1	..	..
14	Chikalthana	..	..	..	..	..	..	1	
15	Chansavangi	..	..	..	..	..	..	1	
16	Savli (Jagir)	..	..	..	..	..	..	1	

APPENDIX 'A'.

Serial No.	Name of the place	ALLOPATHIC			UNANI		AYURVEDIC		Remarks
		1st	2nd	3rd	Govt.	Aided	Govt.	Aided	
1	2	3	4	5	6	7	8	9	10
3	Madhole	..	..	1	..	..	..	..
4	Khandhar	..	..	1	..	..	..	..
5	Bhainsa	..	..	1	..	..	..	..
6	Hadgaon	..	..	1	..	..	..	..
7	Himayathnagar	..	..	1	..	..	..	..
8	Biloli	..	..	1	..	..	..	..
	<i>Gulbarga.</i>								
1	Gulbarga	*1†1	†1	..	1	..	..	..	* Jail Hospital. † Zenana Hospital.
2	Sedam	..	1	..	..	..	..	..
3	Indole	..	..	1	..	..	..	..
4	Yadgir	..	..	1	1	..	..	..
5	Chincholi	..	..	1	..	..	..	..
6	Gurmutkal	..	1	..	..	..	..	..
7	Shapur	..	..	1	1	..	..	..
8	Kodangal	..	..	1	1	..	..	..
9	Shorapur	..	1	..	1	..	..	..
10	Jeevangi (Village)	..	..	..	1	..	..	..

11	Golgi Shariff	..	..	..	..	..	..	..	1	..	..	1	
12	Doultabad	..	..	..	..	..	..	..	..	..	..	..
<i>Raichur.</i>													
1	Raichur	..	..	1	..	..	..	..	1	..	..	1	* Jail Hospital.
2	Alampur	..	..	..	..	..	..	..	1	..	..	..
3	Dave Durg	..	..	..	..	..	..	..	1	..	..	..
4	Gangawati	..	..	..	..	..	..	..	1	..	..	..
5	Lingsugur	..	..	..	..	..	..	..	..	..	..	..
6	Manvi	..	..	..	..	..	..	..	..	..	..	1	
7	Kushtagi	..	..	..	..	..	..	..	..	..	..	..
8	Sindhnur	..	..	..	..	..	..	..	1	..	..	..
9	Tavargira (Village)	..	..	..	..	..	..	..	1	..	..	..
10	Mudgal	..	..	..	..	..	..	..	1	..	..	..
<i>Osmanabad.</i>													
1	Osmanabad	..	..	1	..	..	..	..	†3	..	..	..	† One at each of the following villages Vasi and Ousa and the other at the Headquarters. * Jail Hospital.
2	Latur	..	..	..	1	..	..	..	..	..	..	..
3	Naldurg	..	..	..	..	..	..	..	..	..	..	..
4	Thair	..	..	..	..	..	..	..	..	..	..	..
5	Kallam	..	..	..	..	..	..	..	1	..	..	..
6	Paranda	..	..	..	..	..	..	..	..	..	..	..
7	Murram	..	..	..	..	..	..	..	1	..	..	..
<i>Bidar.</i>													
1	Bidar	..	..	1	..	..	..	..	1	..	..	..	* Jail Hospital.

APPENDIX 'A'.

Serial No.	Name of the place	ALLOPATHIC			UNANI		AYURVEDIC		Remarks
		1st	2nd	3rd	Govt.	Aided	Govt.	Aided.	
1	2	3	4	5	6	7	8	9	10
2	Udgir	..	..	1	..	..	..	..
3	Kohir	..	..	1	1	..	..	..
4	Ahmedpur	..	..	1	..	..	..	..
5	Janvada	..	..	1	..	..	..	..
6	Nelunga	..	..	1	..	..	..	..
	<i>Medak.</i>								
1	Sangareddy	1	*1	..	1	..	..	..	* Jail Hospital.
2	Medak	..	1	..	1	..	..	..
3	Siddipett.	..	1	..	1	..	..	..
4	Gagwail	..	..	1	..	..	..	..
5	Indole Jogipett	..	1	..	..	..	..	..
6	Sada Sivpet	..	1	..	..	..	..	..
7	Yalla Reddy	..	..	1	1	..	..	..
8	Pattancharu	..	1	..	..	..	..	..
9	Ramayenpett	..	..	..	1	..	..	..
10	Tekmat Village	..	..	..	1	..	..	..

<i>Nizamabad.</i>									
1	Nizamabad	..	1	..	*1	1	..	..	* Jail Hospital.
2	Armur	..	..	1	..	1	..	..
3	Bodhan	..	..	..	1	1	..	..
4	Kamareddy	..	..	..	1	1	..	*1	* At Bibipet village.
5	Banswada	..	..	..	1	..	..	..
6	Kotgir	..	..	..	1	..	..	..
7	Nizamsagar	..	..	..	1	..	..	..
<i>Mahbubnagar.</i>									
1	Mahbubnagar	..	1	..	*1	1	..	..	* Jail Hospital.
2	Narayanpeth	..	..	1	..	..	..	..
3	Nagarkarnool	..	..	1	..	..	..	..
4	Lingal	..	..	1	..	..	..	..
5	Makthal	..	..	..	1	..	..	..
6	Koil Kunda	..	..	..	1	..	..	..
7	Amrabad	..	..	..	1	..	..	..
8	Kalvakurthy	..	..	..	1	1	..	..
9	Pargi	..	..	..	1	..	..	..
<i>Nalgonda.</i>									
1	Nalgonda	..	1	..	*1	1	..	..	* Jail Hospital. † Bhongir Village.
2	Bhongir	..	..	1	..	1	..	†1	
3	Chiryal	..	..	..	1	..	..	..
4	Devarkunda	..	..	..	1	..	..	..
5	Miryalguda	..	..	..	1	1	..	..
6	Suryapett	..	..	..	1	..	..	..
7	Jangoan	..	..	..	1	1	..	..
8	Huzooranagar	..	..	..	1	..	..	..

APPENDIX 'A.'

Serial No.	Name of the place	ALLOPATHIC			UNANI		AYURVEDIC		Remarks
		1st	2nd	3rd	Govt.	Aided	Govt.	Aided	
1	2	3	4	5	6	7	8	9	10
	<i>Warangal.</i>								
1	Hanamkunda ..	1	..	*1	1	..	..	5 (a)	* Jail Hospital.
2	Mathwar ..	..	1	..	1	..	..	..	†† One at Itonagaram.
3	Khammamet ..	..	1	..	*1	..	..	2 (b)	† One at Vansara.
4	Madhra ..	..	..	1	..	..	..	†1	(a) One at each of the following Villages.
5	Mahboobabad ..	..	..	1	..	..	..	..	Chagal, Mangalchirla Vallare,
6	Wardhapet ..	..	..	1	..	..	..	..	Shujatnagar at Yalandu.
7	Narsampett ..	..	..	1	..	..	..	..	(b) One at Veera village.
8	Mullag ..	..	..	1	..	..	..	..
9	Paloncha ..	..	..	1	..	..	..	..
	<i>Karimnagar.</i>								
1	Karimnagar ..	1	..	*1	1	..	..	..	* Jail Hospital.
2	Jaktiyal ..	..	..	1	1	..	..	..
3	Manthany ..	..	..	1	..	..	..	..
4	Parkal ..	..	..	1	1	..	..	..
5	Hoozoorabad ..	..	..	1	..	..	..	†3	† One at Khohada, Shanagar and Jamikunta at Huzoorabad.
6	Sirsilla ..	..	..	1	1	..	..	..

25. ECCLESIASTICAL.

The statement below will show the growth of expenditure on this Department during the last 4 years 1350 F. to 1353 F.

—	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
1. Salaries and Allces.	2,56,326	2,76,621	2,70,238	2,72,540
2. T.A. and Tour charges ..	7,798	5,781	4,896	4,886
3. Contingencies ..	32,988	98,576	78,631	86,711
4. Special charges ..	10,19,457	10,89,954	10,14,206	10,16,842
Total ..	13,16,569	14,70,982	13,67,971	13,80,979

Analysis of the Growth of Expenditure.

A perusal of the report will show that although the post of Sadrus-Sudur has been abolished, yet its office staff is still functioning for which there appears no justification. Similarly, although the Sadaratul Aliya is under the administrative control of the Director, Ecclesiastical Department, yet its office staff is functioning separately. Moreover, the number of officers and staff in this Directorate appears a little out of proportion to the work. The expenditure has grown from Rs. 13,16,569 to Rs. 13,80,979.

Organization.

The administrative control of the Ecclesiastical Department is vested in the Director, who is assisted by two Assistant Directors, one Assistant Director, (Balda). One Superintendent, (Auqaf) and one Assistant Director, (Sadaratul-Aliya) besides the office establishment.

Our Proposals.

We have given careful consideration to the replies to the questionnaire received from the Department and examined thoroughly the implications of the suggestions made by the Department to see how far they could be adjusted in the light of the conditions prevailing at the present moment. The Department's suggestions do not help to curtail expenditure. We consider that there is room for some economy without affecting efficiency, as we shall show in the following parts of our report.

1. Sadaratul-Aliya.

We take up first the question of amalgamation of the Sadaratul-Aliya and the Directorate. Although the two offices are shown in the Budget as functioning separately yet both the offices are under the control of one officer, namely the Director Ecclesiastical Department.

The office of the Sadaratul-Aliya consists of the following officers and staff:—

One Assistant Director	..	300-50/2-800
One Superintendent	..	180-10/1-300
Three Assistant Superintendents		100 - 4/1-160
One side grade clerk	..	80 - 2/1-100
Nine 3rd grade clerks	..	40 - 4/2 - 80

There appears no justification for the separate maintenance of such a costly staff for the Sadaratul-Aliya, when the duties entrusted to this office can very well be performed by the Director's office. In case the two offices are amalgamated, the additional staff for the Sadaratul-Aliya with the exception of one Assistant Superintendent and four 3rd grade clerks can very well be retrenched on vacancy and the work distributed among the staff of the Director's office as such vacancy arises. This arrangement will not only put a stop to the present anomalous position but also gradually result in a substantial ultimate saving of Rs. 15,313 annually.

2. Sadrus-Sudur.

Next comes the question of the office of Sadrus-Sudur. This office was abolished three years ago. Its staff con-

sisting of the following:—

1. (250) One.
2. (45-90) Two.
3. (12-15) Three.

is still functioning and working in the Peshi Office of the Hon'ble the Ecclesiastical Member. There is a note in the Budget that all these posts are to be reduced on vacancy. We agree that the whole establishment should be retrenched on vacancy. The retrenchment of this establishment will mean an ultimate annual saving of Rs. 5,859.

3. *Office of the Director.*

At present there are two Assistant Directors and one Temporary Special Officer attached to this office, besides the Superintendent (Auqaf).

In our opinion the present number is in excess of actual requirements, and there is no longer any justification for having such a large number of officers.

4. *Temporary Special Officer (300-50/2-600).*

The post of Special Officer was created for scrutiny of Auqafs in the Dominions. A reference to the Budget will show that this post has been sanctioned till the year 1353 F.

We would strongly urge Government to examine the position with regard to this post with a view to ascertaining whether the work entrusted to this office has been completed. If not completed or if nearing completion, we would urge upon the Home Secretary to enquire into the position with a view to imposing a time limit for finishing the work. The post should then be retrenched.

5. *Engineering Section of the Ecclesiastical Department.*

A reference to the Budget will show that the following Engineering establishment is maintained by the Department:—

1. Supervisor	1	..	160-10/1-270
2. Overseer	1	..	40 - 2/2 - 60
3. Tracer ..	1	..	30 — 60

Home Secretary having explained to us the nature of the work done by this staff and the requirements of the Department in this connection, we consider that adequate measures should be taken to see that the establishment, so retained, is utilised fully and the money spent over it is not wasted.

6. *Grade of the Establishment.*

We now take up the question of the grade sanctioned for this Directorate. As a matter of principle a distinction has been drawn between the grades sanctioned for the Secretariat and those of the Directorate and the reason for this is obvious. In the Secretariat, the duties of the staff are of a different and more detailed nature and the standard has to be higher. A higher grade of salary is therefore, prevalent in the Secretariats. There is thus no justification for the Ecclesiastical Department to be singled out for this special concession and granted grades equivalent to those prevailing in the Secretariats, and we suggest the same thing being done in this case as has been recommended by the Retrenchment Committee for the Information Bureau.

The following table will show the number of peons to be allowed to the Ecclesiastical Department and the number to be retrenched:—

Name of the post	No. to be allowed	No. to be retrenched
1. Nazim	1 Dafadar. 2 Peons.	
2. For 2 Asstt. Directors	2 Peons.	
3. One Superintendent Auqaf	1 Peon.	
4. For the strength of 33 clerks at the rate of one peon for 10 clerks	3 Peons.	2 Jamadars & 11 Peons.
5. For Inward and Outward diary	4 Peons.	
<hr/>		
Total	1 Dafadar & 12 Peons.	2 Jamadars & 11 Peons.

The financial effect of our proposal is as given below:—

Post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
<i>1. Sadrus-Sudur.</i>				
	Rs.	Rs.	Rs.	Rs.
1. One Superintendent ..	250	3,000	428	3,428
2. 2 posts of clerks ..	2 (45-5/2-90)	1,644	234	1,878
3. 3 posts of peons ..	3 (12-1/7-15)	484	69	553
4. One Steno Allowance ..	1 (25)	300	48	348
5. Overtime Allowance ..	1 (15)	180	..	180
<i>Sadaratul-Aliya.</i>				
6. One Asstt. Director ..	(300-50/2-800)	6,600	942	7,542
7. One post of Superintendent ..	(180-10/1-800)	3,008	429	3,437
8. 2 posts of Asstt. Superintendents ..	2, (100-4/1-160)	3,200	457	3,657
9. Five posts of 3rd grade clerks ..	5 (40-4/2-80)	3,600	514	4,114
10. One side grade clerk ..	(80-2/1-100)	1,106	158	1,264
<i>Nizamath.</i>				
11. Special Officer ..	(300-50/2-600)	5,720	817	6,537
12. Creation of one post of Dafadar, and reduction of two posts of Jamadars and 12 posts of Peons	..	2,229	318	2,547
Total ..	..	31,071	4,409	35,480
Net Savings ..	..	..	..	35,480

26. AGRICULTURE.

The expenditure on this Department during the last four years has been as follows:—

Agriculture Research.

	Actuals 1350 F.	Actuals 1351 F.	Estimate 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	3,02,039	2,83,558	3,08,651	2,98,206
T.A. and Tour charges.	40,976	39,330	38,695	35,199
Contingencies and special charges. . .	3,25,024	2,77,738	2,83,076	3,11,682
Total Research . .	6,68,039	6,00,626	6,30,422	6,45,087
<i>Propaganda.</i>				
Salaries and Allowances	1,39,360	1,83,478	1,86,304	1,87,069
T.A. and Tour charges	515	39,398	36,415	37,125
Contingencies . .	56,367	68,470	89,468	82,501
Total Propaganda . .	1,96,242	2,91,346	3,12,187	2,06,695
Agriculture Research .	6,68,039	6,00,626	6,30,422	6,45,087
Agriculture Propaganda	1,96,242	2,91,346	3,12,187	2,06,695
Grand Total .	8,64,281	8,91,972	9,42,609	8,51,782

Analysis of the Growth of Expenditure.

Since the activities of the Department have expanded a great deal, of late, there has been corresponding increase in expenditure.

Organization.

Since the recent reorganization scheme came into force in the year 1351 F., this Department was divided

into two branches, (1) Research and (2) Propaganda, each under a separate Director, with a separate staff and establishment for each Director.

The Director (Research) is assisted by one Personal Assistant, One Deputy Director and a number of Assistant Directors, besides the Expert Staff.

Similarly the Director (Propaganda) is assisted by two Deputy Directors and number of Assistant Directors.

Our Proposals.

We have examined the working of this Department very minutely, with special reference to the progress made by the two branches of Research and Propaganda. We have also given very careful consideration to the replies to the questionnaires received from the two Directorates of Research and Propaganda. With a view to get more light on the subject, we have examined, Rai Saheb Kali Das Sawhney, Director (Research) and Mr. Syed Fazlullah, the Director-General of Supply, who has been associated with the working of this Department for a fairly long period.

From the material and evidence placed before us, we are convinced that there is very little room for economy and curtailment in this, ever expanding Department, which is so vital to the economic development of the Dominions and the prosperity of the people. The activities of the Department have to be on the increase, in order to keep pace with the improvements and developments brought about as a result of research and scientific discoveries. The investments made in this Department would ultimately turn out to be beneficial to the Agriculturists, and the entire Dominions, if controlled on proper lines. A close scrutiny has however revealed that some curtailment in expenditure is not only possible but extremely desirable by a little readjustment, which would, in addition, be conducive to efficiency as well.

We proceed now with our recommendations.

1. *Directors (Research) and (Propaganda).*

A reference to the Budget will show that till the year 1350 F., this Department was under one Director only. Since the reorganization scheme came into force in the

year 1351 F., the Department for various reasons was split up into two branches of (1) Research and (2) Propaganda, each under a Director in the grade of Rs. 900-1,200, with a separate staff and establishment. It was expected that, with bifurcation, the staff of the two separated branches would be in a position to concentrate full attention on the particular items of their charge, which would ultimately improve the efficiency of the Department. Experience of the last three years has however belied all the expectations raised at the time of separation. It has been found, in the light of past experience, that separation is not only undesirable but even unworkable and harmful, to the smooth working of the Department. One of the greatest defects of this system is that it leaves very little room for co-ordination between the two branches. This lack of co-ordination is more marked in the districts, where dual staff has to be maintained for work which could be done more efficiently by one officer only. It is, therefore, clear that the bifurcation scheme, instead of being helpful, leads to duplication and overlapping which is highly deplorable.

The Director (Research) Rao Saheb Kalidas Sawhney during the course of his evidence gave out as his considered view, that the present separation arrangement was far from satisfactory and that amalgamation of the two Directorates was necessary, in the best interest of the Department. A contrary view was however expressed before us, by an official, associated with this Department who maintained that each of the two branches of Research and Propaganda required special training and mentality on the part of the officials entrusted with the working of each.

After a careful consideration and examination of the material placed before us, we must own that we are not in agreement with the latter view and that however attractive and high sounding these ideas might appear theoretically, they are not sound as practical propositions. Experience gained during the last few years has proved beyond doubt that there is no justification for the separate continuation of the two directorates, which is not only costly, but at the same time, unworkable. We would, therefore, strongly recommend that the two

Directorates for Research and Propaganda be amalgamated forthwith and placed under one Director. We would also recommend that the Directorate so amalgamated should be raised to the status of Directorate Class I, in keeping with the recommendations of the Pay and Allowances Sub-Committee. This arrangement will result in substantial saving and be conducive to efficiency as well. As a result of our recommendation the cost involved in raising the Directorate to Class I, will be negligible in comparison with the saving resulting from amalgamation.

The fusion of the two Directorates will bring about better co-ordination and unification in the working of the Department.

We would strongly urge on Government the desirability of adopting suitable measures for making the Department more efficient, so as to make available to the ordinary agriculturist the facilities of improved seeds, manure and implements, etc.

2. *Personal Assistant to Director of Agricultural Research.*

We find that there is provision for one post of Personal Assistant to the Director (Research) in the grade of Rs. 250-400.

This post is not only redundant but objectionable, on principle, as well. For the Director of a Department, to have the services of a Personal Assistant, is certainly a luxury, in view of the principle laid down that no official below the rank of a Member of the Executive Council should be provided with a Personal Assistant. Rai Saheb Kalidas Sawhney, when questioned on this point, admitted that the Personal Assistant was a non-technical man and assisted him in administration and accounts only. This statement sounds a little strange when we see that he has a fairly high establishment consisting of one first grade Superintendent and a number of clerks, under his disposal to assist him in administration and accounts work. After a close scrutiny of the staff and establishment, we are convinced that the post of Personal Assistant is superfluous and as such should be retrenched forthwith.

This will result in considerable saving.

We also find that although no post of Personal Assistant was sanctioned for the Director (Propaganda) due to war, yet the services of an officer from the Co-operative Department in the grade of Rs. 250-400, were temporarily lent as Personal Assistant.

It is needless to say in this connection that this post will also have to go with the amalgamation of the two Directorates.

3. *Registrar.*

It appears that one post of Registrar in the grade of Rs. 250-400 has been provided for the Director of Agriculture (Research). We fail to understand what justification can there be for the retention of this post, when the Director has the services of a Personal Assistant and big staff at his disposal. With the amalgamation of the two Directorates, the position will be that there will be two Personal Assistants and a Registrar, besides the amalgamated establishment. As already recommended the post of Personal Assistant will be abolished, so as to leave one Registrar to assist the Director. Since there is no provision for the post of Registrar, in the Directorates generally for administrative purposes, no Registrar is required for this Directorate. Keeping in view the position of this Directorate we would recommend that this post of Registrar should be converted into that of an Assistant Director in the grade of Rs. 200-400.

4. *Marketing Office and Marketing Survey Office.*

The Marketing Office occupies a prominent position in the scheme of agricultural development. Since the prosperity of the agriculturist class depends to a great extent, on the marketing facilities made available to it, adequate measures should be taken to make this Department thoroughly efficient and serviceable.

Mr. Syed Fazlullah, Director-General of the Supply Department, during the course of his evidence laid considerable stress on the desirability of developing this Department, and raising the status of the Marketing Officer, which, in his opinion, should be higher than Deputy Directors.

Since this question is beyond the purview of this Committee, we refrain from making any recommendations in this behalf and place the entire matter for consideration by Government.

Closely linked with this office is the Marketing Survey office. We understand that this establishment is temporary. Since lot of Survey work has still to be done and fresh avenues have to be explored, this Department has not only to be retained but developed to cope with the task it will be called upon to perform. We would, therefore, content ourselves with the observation that suitable measures may be taken with a view to its retention and development, so as to open more facilities to the agricultural areas.

[Statement.]

The following table will show the number of peons to be allowed to the Director and his office and the number to be retrenched:—

Name of posts	No. to be allowed	No. to be retrenched
1. Director, Research and Propaganda	1 Jamadar 2 Peons.	
2. For the establishment consisting of 28 hands.	3 Peons	3 Peons.
3. Majariah and Mausoola ..	4 Peons.	
Total	.. 1 Jamadar & 9 Peons.	3 Peons.

The financial effect of our proposals will be as follows:—

Sl. No.	Name of the post	Grade	Average cost	Pensionary charges	Total
		Rs.	Rs.	Rs.	Rs.
1	Reduction of one post of Director, Agriculture Department, due to the amalgamation of both the branches of the Department	900-50/1-1,200	13,160	1,880	15,040
2	Conversion of one post of Director Agriculture Department into 1st Class Directorate	900-1,200 into 1,200-50/1-1,500	3,600	514	4,114
3	Reduction of one post of P.A. to Director	250-15/1-400	4,100	585	4,685
4	Creation of one post of Jamadar and reduction of 3 posts of peons	20-1/5-25	218	31	249
5	Conversion of one post of Registrar into that of Assistant in the grade of Rs. 200-400	250-15/1-400 into 200-25/3-400	607	87	694
	Total	..	21,685	3,097	24,782
	Net Savings	..	..	..	24,782

FISHERY.

The Fishery Department was established in Azur 1350 F. The expenditure on this department has been met since its inception from the Industrial Trust Fund but since the year 1353 F., it has been decided that half the expenditure should be met by Government and the other half by the Rural Welfare Fund. The Technical staff of this department is composed as follows:—

<i>Officer.</i>	<i>Grade.</i>
One Superintendent	400 plus 80 including deputation allowance.
<i>Establishment.</i>	<i>Grade.</i>
1. One Inspector	110 - 5/1-150
2. Four Research Assistants	110 - 5/1-150
3. One Bio-Chemist	150-10/1-250
4. One Laboratory Assistant	80 - 3/1-125
5. Field Man	35 plus 5 Dearness Allowance.

The total estimated expenditure on this department for the year 1353 F. is Rs. 32,499.

Our Proposals.

It will appear that this department is still in its infancy. It came into existence only four years ago and is still in an experimental stage. Half the expenditure incurred on it is met by Government and other half by the Industrial Trust Fund. We gave very earnest and careful consideration to the question whether the department should be retained at all. With a view to get more light on the subject, we examined Dr. Rahimullah, the Superintendent of the department and questioned him in detail regarding the future prospects and the possible developments of this experimental Department. While admitting that Nature has not been very generous to

Hyderabad so far as its rivers were concerned, Mr. Rahimullah maintained that it possessed a sufficient number of tanks, ponds, and other water reservoirs, besides the three big rivers, Godavari, Krishna and Tungabhadra, where the fish industry could be developed on modern and scientific lines. He further assured the Committee that the breeding and culture of fish could be undertaken on a large scale which could meet, to a great extent the demands of the Dominions, if better marketing and transport facilities were made available and suitable arrangements were made for the preservation of fish. He laid considerable stress on this aspect of the question and opined that with these facilities a number of centres could be opened in the Dominions to ensure sufficient supply of fish. He was also of the view that with the necessary arrangement at suitable centres for the preservation of fish and improved transport facilities, the department could be run on commercial lines.

We have taken due note of the points urged by the Superintendent during the course of his evidence and have come to the conclusion that a chance should be given to the department to prove its utility and to develop on the lines suggested during the course of evidence. Since the department is still in an initial stage, and has to be developed, no question of retrenchment arises. On the other hand adequate measures should be taken to organise the department on sound and progressive lines to enable it to develop itself fully and ultimately to prove a source of profit to the Dominions. We would recommend that the whole position should be examined by Government after 5 or 7 years.

27. VETERINARY.

The expenditure on this department has been as follows during the last four years:—

	Actuals 1850 F.	Actuals 1851 F.	Estimate 1852 F.	Budget 1853 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	2,78,236	2,80,916	2,96,860	3,07,801
T.A. and Tour charges	47,348	42,925	45,656	45,756
Contingencies and special charges . .	1,84,090	2,41,966	2,52,484	2,46,238
Total	5,09,674	5,65,817	5,94,950	5,99,795

Organization.

The administrative control of this department is vested in the Director, who is assisted by one Registrar and a number of Assistant Directors.

Our Proposals.

We have examined the working of this department minutely with a view to find out how far economy could be effected without impairing efficiency. The replies to the questionnaire received from the department were also given due consideration. With a view to have a full view of the picture, we examined Rao Bahadur B. K. Badami, till lately Director Veterinary Department and Mr. Aziz Hasan, the present Director. The Rao Bahadur gave us a detailed account of the activities of the department which was endorsed by Mr. Aziz Hasan. A glance at the working of the department will convince the observer that some of the activities of the department are superfluous, yet the two officials who were examined by the Committee emphatically maintained that no reduction either in the number of officers or in the establishment was possible. Yet a close scrutiny will show in what directions reductions could be made, with due

regard to efficiency. After mature deliberations and thorough sifting of the material placed before us, we have come to the conclusion that substantial savings could be effected, as we shall show presently.

1. *Registrar.*

A reference to the Budget will show that there is provision of one post of Registrar for the Director's office in the grade of Rs. 300-25/2-400. Now, so far, as we have been able to ascertain, no such post has been provided in any other Directorate. It is rather surprising that for a small office of the Director, Veterinary Department, it should have been thought fit to have the services of a high salaried Registrar. The Registrar is, after all, a non-technical man and the retention of this post, is in our opinion, a luxury which should no longer be allowed. We are not quite sure what led to the creation of the post, but at any rate there can be no justification for its retention. Rao Bahadur Badami during the course of his evidence, failed to give any satisfactory explanation for the continuance of this post. After giving full consideration to the matter we are convinced that there is no longer any necessity for the retention of this post, which should be retrenched forthwith.

2. *Stud Department.*

The annual expenditure of this Department is Rs. 1,15,937.

It has now to be seen whether this huge expenditure brings any corresponding return or is justifiable in any other way with due regard to the breeding problem. With a view to get a clear idea of the subject, the following points deserve consideration:—

1. This question has a historical background. In days gone by and even in the past when society was still having mediæval means of transport and the military was depending on an efficient cavalry, composed entirely of horses and ponies there was a great demand for horses both for military as well as civil requirements. This demand brought in its wake the question of supply. The question of supply was in its turn bound up with the facilities for improving this stock in quality and as well as in number, hence the necessity for the Stud Department.

2. Times have changed now. Things are viewed from the modern point of view and ideas have undergone new orientation. With the introduction of mechanisation in the cavalry units of the Army, the demand for ponies has diminished considerably.

3. This has affected the demand of the Civilians as well and added to this, the facilities of better Road and Air Transport have sounded the death-knell of this once profitable and flourishing industry.

4. Horse-drawn carriages have now mostly been replaced by machine-driven cars, thus eliminating the necessity for the species.

5. Even conceding that horses may still be required, for military purposes, it is extremely doubtful, if the country-bred horses will be utilised, in as much as the Australian ponies were in great demand by the Military department before mechanisation started.

6. Apart from these considerations, so far as we have been able to ascertain the country bred ponies have also not at all improved by this system which is further evidenced by the fact that they are such poor and wretched specimens of their species.

7. All these lead us to the conclusion that this organisation has become obsolete and ante-diluvian, and has, in our judgement, outgrown its utility.

8. The department also offered no satisfactory explanation for its retention, when the Heads of the department were subjected to a searching and sifting cross-examination by the Committee. To be frank, we must confess that we were not at all impressed by this part of evidence adduced by the department.

9. Mr. Syed Fazlullah, who was examined by the Committee stated during the course of his evidence that he favoured the immediate abolition of this organisation. This view, coming as it does from an experienced official, very closely associated with the policy and working of the Veterinary Department, carries a weight and force which cannot be ignored.

Considering all these factors and after taking a dispassionate view of the matter, we are convinced that this

organisation must be retrenched forthwith, as it is uneconomic, wasteful and a drain on the public exchequer. We must take lesson from the tendencies of the age and march with the times.

In view of these facts our recommendation is that the whole establishment of the Stud Department should be retrenched forthwith. This will result in an annual saving of Rs. 1,15,937.

3. *Cattle Breeding Farm.*

The expenditure on this Farm runs to Rs. 53,980 annually and consists of a small staff of one officer and establishment. While recommending retrenchment of the Departments which are redundant and superfluous, we are at the same time fully alive to the real needs and requirements of the departments which require proper care and nourishment for the development of the Dominions. We are convinced that money expended on such useful and nation-building departments cannot be better utilised. The Cattle Breeding Farm is a case in point. Taking a long range view of the matter and the evidence adduced before us, we are of the opinion that this department has immense possibilities and if developed on sound and scientific lines will yield very good results. We can hardly afford to shut our eyes to the present economic situation prevailing in the country as a result of the war, when food grains have become so scarce. Automatically, this raises the question of agricultural improvement and development. Hyderabad being an agricultural country, has to depend on its produce which falls short of its actual requirements. The crisis through which we are passing to-day has opened our eyes to the prospects of agriculture. With a view to develop agriculture, the cattle wealth of the Dominions has to be developed to cope with the situation.

The Cattle Farms in our opinion require thorough overhauling if they have to play their assigned role in the development scheme. Since the Veterinary Department is closely linked with Agriculture, the improvement of the live-stock is bound to increase the prosperity of the Dominions. The amount spent over the improvement in cattle-breeding will bring a substantial return and will ultimately be a paying proposition.

We would therefore strongly urge on Government the desirability of introducing suitable measures with a view to secure the desired object. No agricultural development is possible unless the Cattle Wealth of the Dominions is improved. The Punjab owes its agricultural prosperity chiefly to its improved and splendid types of cattle. We are therefore of the opinion that this Farm and its establishment should not only be retained but steps should be taken to improve and develop it.

4. *Reorganisation.*

After a careful examination of the working of the department we deem it our duty to place before the Government that the Department is in need of a thorough overhauling. We are constrained to remark that the results so far achieved do not justify the annual average expenditure of approximately Rs. 6 lakhs (6,00,000).

It appears that the staff employed in the districts and Taluqas is not efficient and fully trained. The whole position should, in our opinion, be examined by Government and the department thoroughly reorganised, so as to make it serviceable to the public in the true sense and at the same time, convince the authorities and the public at large that the amount spent over it is fully justified. Adequate measures may be taken for improving the efficiency of the staff in the districts and the interior.

The following table will show the number of peons to be allowed to the Director and his office and the number to be retrenched:—

Name of the post	No. to be allowed	No. to be retrenched
1. Director	1 Dafadar. 2 Peons.	
2. For the total strength of 15 clerks at the rate of one peon for every ten clerks.	2 Peons.	1 Jamadar and 3 Peons.
3. For Majariah and Mausoola work	3 Peons.	
Total	1 Dafadar and 7 Peons.	1 Jamadar and 3 Peons.

[Statement,

The financial effect of our proposals will be as follows:—

Sl. No.	Name of the post to be retrenched	Grade	Annual average cost	Annual pensionary charges	Total Savings
		Rs.	Rs.	Rs.	Rs.
1	Retrenchment of the post of one Registrar	300-25/2-400	4,360	623	4,983
2	Retrenchment of the post of one Asstt. Director Stud Department	250-25/2-500	4,500	643	5,143
3	Retrenchment of the posts of Veterinary Inspectors 2 (150-5-200)	150-5-200	4,333	619	4,952
4	Retrenchment of the post of one Accountant	80-4/2-120	1,200	172	1,372
5	Retrenchment of the post of one (70-2/2-90)	70-2/2-90	960	137	1,097
6	Retrenchment of the post of one Daroga ..	70	840	120	960
7	Retrenchment of the 3 posts of clerks ..	30-60	1,620	232	1,852
8	Retrenchment of the posts of Engine fitters 1 (40), 2 (25), 2 (20), 1 (15), 13 (12), 3(6)	..	3,828	547	4,375
9	Retrenchment of one post of Hingoli Dairy Farm	40-80	720	103	823
10	Retrenchment of the posts of two menials	18-1/5-23	485	69	554
11	8 (15-1/7-19), 12 (12-1/7-15), 63 (10), 6 (6), 1 (18-24), 2 (25), 4 (12-1/7-15), sub-pay 1 (2).. ..	.	13,048	1,864	14,912
12	Retrenchment of allce. to Tahsil clerks 35 (5) overtime allowances for syees 1,000 P.A. .. ..	..	3,100	..	3,100
13	Retrenchment of one duty allowance of Rs. 75 p.m. .. ..	..	900	129	1,029
14	Retrenchment of one House Allowance of Rs. 20 .. ..	..	240	..	240
15	Retrenchment of one post of Jamadar and 3 posts of peons.. ..	.	731	105	836
	Total ..	..	39,865	5,466	45,331
1	Savings due to reduction in salaries and retrenchment of posts .. ..	..	..	..	45,331
2	Savings in T.A. due to the abolition of the Stud Farm .. ..	..	..	..	220
3	Savings in contingencies due to the abolition of Stud Farm .. ..	.	.	..	80,441
	Total ..	..	..	..	1,25,992
	Net Savings ..	..	..	..	1,25,992

28. CO-OPERATIVE.

The expenditure on this department during the last four years has been as follows:—

	Actuals 1950 F.	Actuals 1951 F.	Revised 1952 F.	Budget 1953 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	2,97,724	3,19,158	3,68,000	3,84,184
T.A. and Tour charges	76,229	59,036	64,200	78,540
Contingencies and special charges ..	48,911	56,589	60,500	86,830
Add half expenses of Marketing Officer transferred from (26) Agriculture ..	7,376	8,182	7,800	7,356
Total	4,25,240	4,42,965	5,00,000	5,56,860

ANALYSIS OF THE GROWTH OF EXPENDITURE.

It will appear that the growth in the amount of expenditure has been due to the ever-expanding activities of this nation-building department.

ORGANIZATION.

The administrative control of this department is vested in the Registrar who is assisted by a number of Assistant Registrars.

OUR PROPOSALS.

This department, being one of the nation-building departments has received our closest attention. We have taken some pains to examine in detail the working of this department to see how far it has progressed and to what extent the expenditure incurred on it is justified by the results achieved, so far.

The reply to the questionnaire received from the department has explained in very clear and lucid terms, supported by facts and figures, the efforts made, so far, to exercise utmost economy in expenditure on officers and establishment. It has been maintained by reference to facts and figures, how this department, actuated solely, by consideration of economy, has been working with much lesser number of officers and staff than the scale sanctioned on the basis of the number of societies.

Mr. Raziuddin Ahmad, the Registrar, Co-operative Department whom we examined, made out a very good case for his department and in his own lucid and persuasive manner asserted that not only there was no room for further economy but that having regard to the rapid expansion of the activities of the department, considerable addition in the staff will have to be made, regarding which he proposed to submit a detailed scheme, after the termination of the war. We must confess that we were impressed by the evidence of Mr. Raziuddin Ahmad, which illuminating and informative as it was, drew a full and complete picture of the real working and requirements of this department. He informed us that no less than five thousand societies had already sprung up, and that the present staff was hardly sufficient to keep pace with the programme of work. It is gratifying to note from Mr. Raziuddin's evidence that the Co-operative movement in this Dominions is running on sound and progressive lines and that it had not received any financial set-back, so far, unlike some of the British Indian provinces, thanks to the zeal and efforts of the officials of this department. From the material and evidence tendered before us, we are convinced that this is one of the most expanding and progressive departments in the Dominions and that it will not be fair to curtail and suppress its many-sided activities, which are so vital to the well-being and economic progress of the people, inhabiting the Dominions. On the other hand, when circumstances permit, adequate measures should be taken to allow this department to develop fully on its own lines, so that this movement may really prove a blessing to the people at large, and specially to the hard hit rural areas. We therefore agree that there is practically very little or no room for effecting retrenchment in this department. We would however like to recommend a few readjust-

ments which will, result in some economy, without impairing efficiency.

1. *Joint Registrar.*

We find that there is provision for the post of one Joint Registrar in the grade of Rs. 900 to 1,200. An allowance of Rs. 100 per mensem is to be given to the Joint Registrar, if he is drawn from the cadre of First Taluqdar. Having regard to the nature and volume of work and the number of Assistant Registrars in this department, we do not see why the services of a Joint Registrar would still be required. It has been explained to us that the post of Joint Registrar was necessary as Secretary Rural Reconstruction held the post of Registrar Co-operative Societies in addition to his substantive duties. We understand that the position has been reviewed since and the post of Joint Registrar has been abolished. There is now a whole-time Registrar.

2. *Selection Grade Assistant Registrars.*

We find that there are two Assistant Registrars in the selection grade of Rs. 650-50/2-800. On an examination of the position, we do not find any justification for the retention of this selection grade. The additional expenditure on the maintenance of this grade is not warranted by the actual requirements of this department. The grade of Rs. 300-50/2-600 sanctioned for the Assistant Registrars is sufficiently liberal to necessitate any higher grade, as is being done at present.

We would therefore recommend that these two selection grade posts be converted into the grade of Rs. 300-50/2-600. This will result in some saving, without affecting efficiency.

3. *Personal Assistant to Registrar.*

We find that there is provision for one Personal Assistant for the Registrar in the grade of Rs. 300-30/2-600. The retention of this post for this department, or for any other Directorate is objectionable from many points of view. Once the principle has been accepted that no official below the rank of a Member of the Council should be allowed a Personal Assistant, no plea can be raised for the retention of this post for the Registrar. As a matter

of fact the other Sub-Committees have also expressed themselves wholly against the provision of any Personal Assistant for Directorates generally. There is no reason therefore why this department should claim any preferential treatment in this matter. Moreover, this post is superfluous, in the presence of a number of Assistant Registrars and the office staff available to the Registrar. We would therefore recommend that this post be retrenched forthwith. In case it is considered advisable to retain this post, we would recommend the immediate conversion of the present grade (300-50/2-600) to that of Rs. 250-25/3-350.

4. *Inspectors.*

Before we close, we would like to make some observations regarding the Inspectors of this department. They belong to the non-gazetted staff and the duties assigned to them are really exacting. They have to tour villages to supervise the work of village societies and the Co-operative Banks. They have to encounter much hardships in the normal course of their duties and their lot is far from enviable. The grade offered to them (125-5-250) is not sufficiently attractive for really meritorious and capable men. The prospects open to them can, in no sense, be called bright. It will have to be admitted that for all their labour and services, they receive very little encouragement. Mr. Raziuddin Ahmed, during the course of his evidence drew a very gloomy picture of the lot of these hard-working and hard-pressed officers, who are doing so much for this movement. It is therefore obvious that something should be done to improve their lot, with a view to attract really deserving men. We would therefore strongly urge on Government to adopt suitable measures for making this post a little attractive.

In our opinion, opportunities should be afforded to these Inspectors for promotion, by reserving a certain percentage of the posts of Tahsildars for really deserving Inspectors.

[*Statement.*

The following table will show the number of peons to be allowed to the Registrar Co-operative Department and his office and the number to be retrenched:—

Name of the post	No. to be allowed	No. to be retrenched
1. Registrar	1 Dafadar. 2 Peons.	
2. Asstt. Registrars 3 ..	3 Peons.	
3. P.A. to the Registrar	1 Peon.	
4. Majaria and Mausoola work	2 Peons.	1 post of
5. For the total strength of 23 clerks	2 Peons	Jamadar.
<hr/>		
Total	1 Dafadar and 10 Peons.	1 Jamadar.

The financial effect of our proposals will be as follows:—

Name of the post to be retrenched	Grade	Average cost	Pension-ary charges	Total
	Rs.	Rs.	Rs.	Rs.
1. Conversion of two selection grade posts into Asstts. grade ..	650-50/2-800 into 300-50/2-600	5,000	714	5,714
2. Conversion of one post of P.A. to the Registrar into the post of Asstt. Registrar (Co-operative)	300-50/2-600 into 250-25/3-350	2,014	288	2,302
3. Reduction of one post of Jamadar and creation of one post of Dafadar	20-1/5-25 into 16-18	60	9	69
Total ..	..	7,074	1,011	8,085
Net Savings ..	..	..	..	8,085

29. MISCELLANEOUS AND MINOR DEPTS.

29. (a) ARCHAEOLOGICAL.

The expenditure on this Department during the last four years has been as follows:—

	Actuals 1350 F.	Actuals 1351 F.	Estimate 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances	98,952	89,055	91,203	82,991
T.A. and Tour charges	7,335	9,101	5,000	5,000
Contingencies and Special charges ..	79,970	89,333	95,332	87,780
Total ..	1,85,257	1,87,489	1,91,535	1,75,771

Organisation.

The administrative control of this Department is vested in the Director, who is assisted by Assistant Director and Curator, Hyderabad Museum.

Our Proposals.

This Department has done very useful work in the past and if we take into account the amount spent on this department in British India, it will be found that the Budget of our Archæological Department has been very modest, considering the historical and cultural background of Hyderabad and the very important Conservation and Excavation work which the department has to undertake the staff employed is comparatively very small. The reply to the questionnaire received from the Department points out that substantial reduction in expenditure has been effected during the last 4 years and that no further retrenchment is desirable in view of the activities of the department. The scale of pay of the Curator Ajanta caves has been converted from Rs. 500 plus 100 allowance to Rs. 200-10-300. Similarly substantial reductions have been made in the scales of salaries of other officers and the establishment.

Nawab Ali Yavar Jung Bahadur whom we examined in this connection, fully endorsed the view of the depart-

ment that no further retrenchment was possible, without impairing its efficiency. We have given very careful consideration to this question and are in agreement with Nawab Ali Yavar Jung Bahadur's opinion. We would accordingly make no recommendation for retrenchment in this Department.

The Pay and Allowances Sub-Committee have recommended that the scale of salary of the Curators should be reduced from Rs. 200-10/1-300 to Rs. 150-300 and the post classed as non-gazetted. Considering the importance and nature of duties entrusted to the Curators, the proposed reduction in the scale of their salary and the lowering of their status to that of non-gazetted one will, we are afraid, seriously affect their position and impair efficiency. There is one more consideration to be urged in this connection. The posts of Curators require the services of highly qualified and educated men and the proposed reduction in the scale will hardly attract the right type of men with the result that only half-educated persons will be available for this important post. We are therefore not in agreement with this portion of the Sub-Committee's proposal and are emphatically of opinion, which is shared by Nawab Ali Yavar Jung Bahadur as well that the present scale of salary (Rs. 200-10/1-300) and the gazetted rank of the Curator should be retained intact.

The Committee understood from the Secretary Archaeological Department that the Department is going to be shortly reorganised on modern lines and any reduction at this stage would be harmful. One direction of reform which the Committee would suggest is the classification of the services in the Department into technical and administrative which should not ordinarily be interchangeable.

29. (b) BROADCASTING.

The expenditure on this Department has grown as follows during the last four years, 1350-53 F.

	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.
Pay and Allces.	59,876	1,20,522	1,44,800	1,53,739
T.A. and Tour charges.	4,569	6,529	5,830	4,330
Contingencies and special charges.	1,56,715	2,72,464	1,84,943	3,15,139
Total	2,21,160	3,99,515	3,35,573	3,73,208

Analysis of the growth of expenditure:—The Broadcasting Station, Hyderabad was a private concern of Mr. Mahboob Ali, formerly of the Postal Department H.E.H. the Nizam's Government, and was taken over by Government in 1344 F., with a Budget of Rs. 44,793. In 1348 F., the Department was reorganised. In 1350 F., the Aurangabad Broadcasting Station was opened and consequently additions in the staff and Funds were made, thereby increasing the expenditure to Rs. 2,21,160. Staff was further strengthened and increased provisions were made for programmes and other items of expenditure. It will be seen that the expenditure has grown from Rs. 44,793 in 1344 F. to Rs. 3.73,208 in 1353 F.

Organization.—The Broadcasting Department maintains only two Transmitting Stations, one at Hyderabad and the other at Aurangabad. The Hyderabad Station is a medium wave station of 5 kilowatts, intended to serve a fairly large area, but the Aurangabad Station is a low power medium wave station of half a kilowatt, primarily meant for the Marhatwari portion of the Dominions.

Administrative and Technical control, of the Broadcasting Stations is vested in the Controller who is assisted

by an Engineer-in-Chief, styled as Broadcasting Engineer, in technical matters, and an Assistant Controller in administrative duties. The Broadcasting Stations have their own separate administrative and technical staff, under station Directors. The statement in Appendix gives a clear idea of the Gazetted and non-Gazetted staff employed in the Department.

Our Proposals.—We have carefully studied the replies to the questionnaires, submitted by the Department, and also examined the Controller of the Department and Mr. Afzal Ali Khan, till recently Wireless and Broadcasting Engineer. We are constrained to note that neither the Department nor the Controller have extended their co-operation to us in finding out ways and means for curtailment of expenditure in spite of the fact that there is ample room for economy, without affecting efficiency, as we shall show in the following portions of the report.

We have mentioned above that there are only two Broadcasting Stations under this Department, the Hyderabad Broadcasting Station, and the Aurangabad Broadcasting Station. For the control of these two Stations, it is an unjustifiable expenditure to maintain two highly paid officers, one Controller and one Engineer-in-Chief (Broadcasting Engineer), in the grade of Rs. 500-50/1-1,000 and one administrative assistant, Assistant Controller, in the grade of Rs. 250-25/2-400.

Both the Stations have well qualified Station Engineers, assisted by a number of Assistant Engineers and Technical Assistants, and it seems to us an unnecessary waste that there should be a super-Technical Officer, Broadcasting Engineer, in the Controller's Office. There might have been some necessity for an Engineer-in-Chief when the two Broadcasting Stations were being organised, but with the Stations now working normally there is absolutely no justification for this post. Excepting day to day work of the Station, which can efficiently be tackled by the Station Engineers, apparently no technical problems usually arise which require technical advice of the Broadcasting Engineer. We are informed that only five years ago, the former Wireless and Broadcasting Engineer, Mr. Afzal Ali has now been transferred as Head of the District Electricity Department, was specially selected from the Electrical Engineering Department and was

deputed by Government for training in England, in Wireless and Broadcasting Engineering at considerable Government expense. The services of a very highly qualified expert are therefore available to Government without any extra expenditure, if any technical problems arise. Mr. Afzal Ali Khan was transferred to the Electricity Department only a few months ago, in Meher 1352 F., and thus he is not out of touch with the technical problems of the Broadcasting Stations, and Wireless Engineering. We understand that the Political Department (Broadcasting and Publicity Branch) has already obtained the concurrence of the Public Works Department that the services of Mr. Afzal Ali Khan would be available to the Broadcasting Department, for advice on technical problems, without any additional remuneration. In view of these facts the Committee are convinced that the post of Broadcasting Engineer can be retrenched forthwith without any danger to efficiency.

On the non-technical side the work of the Broadcasting Department can be divided into two categories, *viz.*, (1) Arrangement of programme, and (2) Disbursement of payments. Presumably the post of Assistant Controller, who is a non-technical officer, was created in order to assist the Controller in disposing of work under these categories. We shall examine if there is really any justification for the retention of this post. So far as the first category is concerned, as it is the primary responsibility of the Station Directors to prepare programmes and arrange for artists and speakers. As a matter of fact the programmes are sent to the Controller for approval only, and the initial responsibilities of preparation and arrangements of these do not devolve on the Controller's office at all. Therefore, there is practically no work for the Controller's office under this category. As regards disbursement of payments, the following statement, based on the Budget figures of 1353 F., will clarify the position.

1. Allotment of Expenditure disbursed	Rs.
in the Controller's office ..	74,778
2. Allotment of Expenditure disbursed	
in the Hyderabad Broadcasting	
Station office	2,05,390

3. Allotment of expenditure disbursed in the Aurangabad Broadcasting Station office	93,040
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It will be seen that out of the total Budget of Rs. 3,73,208 the Broadcasting Stations are responsible for the expenditure, and preparation of accounts of Rs. 2,98,430. The compilation of accounts of the amounts spent in the Broadcasting Stations, are more complicated than the compilation of account in the Controller's office. The reason is that the Broadcasting Stations have to enter into contract with artists and speakers and make direct payments to them and have also the responsibility of rendering accounts to the audit; whereas Budget allotment of the Controller's office is earmarked for salaries and allowances, of the staff of that office, and special contingencies only. There is a first grade office Superintendent and a first grade Accounts Superintendent, in the Controller's office, and they can render efficient assistance to the Controller in disposing of correspondence, references and accounts cases. The Committee is, therefore, convinced that there is no justification for the retention of the post of Assistant Controller which should be abolished.

There is a licensing staff of one Chief Licensing Inspector (in the grade of 150-270), and two Licensing Inspectors, (in the grade of Rs. 100-160). The regulations imposing license fee on Radio sets, are pending for sanction for a very long time, and it is not known when these regulations will be enforced. According to the Controller, the staff has been engaged in collecting statistics of Radio sets. Apparently enough the work of collection of statistics must not have taken much time, and as the Controller has himself admitted in his evidence, this highly paid staff is employed on other duties, in the Hyderabad Broadcasting Station. The reason for justifying retention of this staff, as advanced by the Controller has not at all been convincing to us, specially when considerable additions were made in the staff of the Hyderabad Broadcasting Station in 1351 F., only. Even when the proposed License fee is imposed, it will be advisable to entrust this work to the Police or Revenue

Authorities. In the British India the Licenses are issued by Post Offices, and there is not permanent separate and special Broadcasting Department staff for this work. Even conceding for argument's sake, that the retention of the existing licensing staff, is necessary, the work of issuing licenses in the districts will have to be entrusted either to the Police authorities or Taluqdars, Divisional Officers and Tahsildars as obviously enough the existing staff of Inspectors is not intended for district work also. The idea of maintaining a separate licensing staff for Hyderabad City only is therefore not convincing. The agency entrusted with the work in the Districts can therefore be employed for Hyderabad city area also. The Committee is therefore emphatically of opinion that the whole of licensing staff, consisting of one Chief Inspector and two Inspectors, should be retrenched and dispensed forthwith.

We find that for the very small office of the Controller which at present consists of 3 officers and 15 clerks there are 13 peons, 1 Farrash and two Chowkidars, that is the number of peons is nearly the same as that of officers and clerks combined. The number is not only high but unjustifiably excessive and should be retrenched according to the following scale.

1. Controller	..	1 Peon. 1 Cycle Peon.
2. Office	..	2 Peons for office attendance. 2 Cycle Peons for Majaria work. 1 Farrash. 1 Chowkidar.
		—
Total	..	8
		—

Hyderabad Broadcasting Station.—In Kilowatt powers, programmes and duration of Broadcasting hours the Hyderabad Broadcasting Station stands on the same footing as the Lahore Station of the All-India Radio. Both Lahore and Hyderabad are five Kilowatt Stations.

The following table illustrates the duration of Broadcasting hours.

Lahore.		Hyderabad.
Morning Broadcasting	8-10.30=2.30 hrs.	8.30-9.30=1 hour. Excepting Friday when additional programme (for women) is broadcast for one hour more.
Noon Broadcast	12.30-1.40=1.10 hours	Nil.
Evening Broadcast	5-10.45=5.15 hrs.	5.00-10.30=5.30 hrs.
Total Broadcasting		
	hrs. 8.55 hrs.	6.30 hrs.

The Technical staff of the Lahore Broadcasting consists of the following:—

1. Station Engineer 1
2. Asstt. Engrs. 1+1=2 Originally there is sanction for only one post of Asstt. Engr., and one temporary post has been sanctioned for the duration of the war.
3. Techl. Asstts. 6+3=9 Originally there is sanction for six posts of Techl. Asstts. and three temporary posts have been sanctioned for the duration of the war.

As against this, the Hyderabad Broadcasting section has

- | | | | |
|-----------------------------|----|----|---|
| 1. Station Engineer | .. | .. | 1 |
| 2. Asstt. Engineers | .. | .. | 3 |
| 3. Techl. Asstts. | .. | .. | 6 |
| 4. Wireless Operator | .. | .. | 1 |
| 5. Techl. paid Probationers | .. | .. | 2 |

It is amply clear that the technical staff is in excess of requirements. We therefore propose the following retrenchment in the Technical staff.

1. One post of Techl. Engr. (Rs. 250-400).
2. One post of Techl. Asstt. (Rs. 100-205).
3. One post of Wireless Operator. (Rs. 100-205).

This post is apparently redundant. The post was meant for receiving and transmitting wireless messages.

Since there is no work for the incumbent of the post, we understand that the Wireless Operator is being employed as Technical Assistant.

4. One post of Van Operator (Rs. 40 fixed). There are at present two posts of van operators, and we are convinced that one is sufficient.

5. Two posts of Pass checking clerks for the Transmitting Station, Saroornagar in the grade of Rs. 35-70. This work can be entrusted to the Station Chowkidars on duty, and for this work alone there is absolutely no necessity of having clerks in the grade of Rs. 35-70.

On the non-technical side we propose the following reductions:—

1. One post of Music Executive (in the grade of Rs. 100-160). There is no justification for this post when there is already one Music Superintendent (in the grade of Rs. 150-270) and one Assistant Superintendent Music (in the grade of Rs. 80-125).

2. One post of Transport clerk (in the grade of Rs. 60-80). There is no justification for a separate whole-time transport clerk. The work can be easily allotted to the office clerks or to the Technical Staff.

3. The following number of peons should be allowed for the Station.

1. Station Director	..	1 Peon. 1 Cycle Peon.
2. Station Engineer	..	1 Peon. 1 Cycle Peon.
3. Two Asstt. Engrs.	..	2 Peons (one for each).
4. News Editor	..	1 Peon.
5. Office	.. ..	2 Peons for the office attendance. 2 Cycle Peons for the Majaria work. 2 Chowkidars. 1 Farrash.

Total .. 14

Five allowances of Rs. 25 p.m. each paid to Technical Assistants should be withdrawn. Similarly cycle allowance of Rs. 10 p.m. paid to Store-keeper, and two aloft allowances of Rs. 15 each should also be withdrawn.

Aurangabad Broadcasting Station.—The technical staff of the Aurangabad Broadcasting Station is as follows:—

Station Engineer	..	..	1
Asstt. Engineer	..	..	1
Technical Asstts.	..	..	3
Technical paid Probationers		..	2

For a small Broadcasting Station like Aurangabad, there is no justification for so many technical posts. Taking into consideration the nature of work and hours of transmission, we recommend that the following posts may be retrenched.

1. One post of Asstt. Engineer (Rs. 250-400).
2. One post of Technical Asstt. (Rs.100-205).
3. One post of paid Probationer (Rs. 50).

The number of peons may be fixed as follows:—

1. Station Director	..	1 Peon.
		1 Cycle Peon.
2. Station Engineer	..	1 Peon.
		1 Cycle Peon.
3. Office	.. ..	2 Peons.
		1 Farrash.
		1 Chowkidar.

Total	..	8 as against existing
		11 peons.

Aloft allowance of Rs. 15 p.m. should be withdrawn.

The Financial effect of our proposals will be as follows:

Our calculations take into consideration only the savings to be effected by the retrenchment of posts. Savings from the reduction of scales of pay will be shown separately.

Name of the post to be retrenched	Scale of pay	Annual average cost of the post	Savings due to reduction in pensionary charges	Total Savings
	Rs.	Rs.	Rs.	Rs.
1. One post of Broadcasting Engineer ..	500-50/1-1,000	9,666	1,381	11,047
2. Two posts of Asstt. Engineers ..	250-25/2-400	8,120	1,160	9,280
3. One post of Asstt. Controller ..	250-25/2-400	4,060	580	4,640
4. One post of Chief Licensing Inspector	150-10/1-270	2,648	378	3,026
5. Two posts of Licensing Inspectors ..	100-4/1-160	3,200	457	3,657
6. One post of Music Executive ..	100-4/1-160	1,600	228	1,828
7. Two posts of Techl. Asstts. ..	100-7½/1-175-10/1-205	3,856	551	4,407
8. One post of Wireless Operator ..	do	1,928	275	2,203
9. One post of Transport Clerk ..	60-80	813	116	929
10. One post of Van Operator ..	40	480	68	548
11. Two posts of Pass checking clerks ..	35-70	1,260	180	1,440
12. One post of paid Techl. Asstt. ..	50	600	86	686
13. 18 posts of Peons each ..	12-1/7-15	2,916	416	3,332
14. Five Allces. of 25 p.m. each ..	25	1,500	..	1,500
15. Three Aloft Allces. of Rs. 15 p.m. each	15	540	..	540
16. One Cycle Allce. of Rs. 10 p.m. ..	10	120	..	120
Total ..	..	43,307	5,876	49,183
Net Savings ..	..	..	..	49,183

APPENDIX.

A. *Direction.*

Rs.			
Officers	{	1. Controller in the grade of	.. 500-50/1-1,000
		2. Broadcasting Engineer in the grade of	.. 500-50/1-1,000
		3. Asstt. Controller in the grade of	.. 250-25/2-400
Establishment Clerks.	{	Office Superintendent	1
		Accounts Superintendent	1
		Chief Licensing Inspector	1
		Licensing Inspectors	2
		English Stenographer	1
		Clerks	6
		English Steno-Typist	1
		Urdu Typist	1
		Clerk	1
Establishment Menials.	{	Dafadar	1
		Peons	8
		Cycle Peons	4
		Farrash	1
		Chowkidars	2
			16

B. *Hyderabad Broadcasting Station.*

Rs.			
Officers	1.	Station Director 1 in the grade of	.. 500-80/1-800
	2.	Station Engineer 1 do	.. 300-20/1-600
	3.	Asstt. Station Engr. 1 do	.. 250-25/2-400
	4.	News Editor 1 do	.. 300 fixed.
Establishment Techl. and Clerical.	Supdt., Talk Section		1 do .. 150-270
	Supdt., Music Section		1 do .. 150-270
	Techl. Asstts. (Engineering)		6 do .. 100-205
	Wireless Operator		1 do .. 100-205
	Office Supdt.		1 do .. 80-125
	Accountant		1 do .. 80-125
	Asstt. Supdt., Talk Section		1 do .. 80-125
	Asstt. Supdt., Music Section		1 do .. 80-125
	English Announcer		1 do .. 100-160
	Urdu Announcer		1 do .. 100-160
	Music Executive		1 do .. 100-160
	Translators		2 do .. fixed, 125
	English Stenographer		1 do .. 80-125
	Telugu Translator		1 do .. 80 125
	Urdu Announcer		1 do .. 60-80

Establishment, Menials.	Clerks and Typists	18	In the grad. of..	35-70
	Store-keeper	1	do ..	80-150
	Transport Clerk	1	do ..	60-80
	Mechanics	2	do ..	60-80
	Technical			
	Probationers	2	do ..	fixed. 30
	Van Operators	2	do ..	40
	Fitter	1	do ..	25-35
	Drivers	4	do ..	80-60
		51		
	Shroff	1	do ..	22-27
	Peons	9	do ..	12-15
	Cycle Peons	4	do ..	12-15
	Chowkidars	4	do ..	12-15
	Farrash	2	do ..	12-15
	Cleaners	2	do ..	12-15

C. Aurangabad Broadcasting Station.

Officers ..	Station Director	1	do	300-25/2-500
	Station Engr.	1	do	300-20/1-600
	Asstt. Stn. Engr.	1	do	250-25/2-400
Establishment, Technical and Clerical.	Office Supdt.	1	do ..	150-270
	News Editor	1	do ..	150-270
	Techl. Asstts. (Engineering)	3	do ..	100-205
	Announcers	2	do ..	80-125
	Marathi Translator	1	do ..	80-125
	Demonstrator	1	do ..	60-80
	Mechanic	1	do ..	60-80
	Storekeeper	1	do ..	60-80
	English Steno- grapher	1	do ..	35-70
	Clerks and Typists	8	do ..	80-60
	Drivers	2	do ..	80-60
		22		
Establishment, Menials.	Operators	1	do ..	fixed. 20
	Dafedar	1	do ..	16-18
	Peons	5	do ..	12-15
	Cyclist Peons	2	do ..	12-15
	Farrash	1	do ..	12-15
	Chowkidars	2	do ..	12-15
	Cleaner	1	do ..	12-15
		18		

29. (c) ELECTRICAL INSPECTOR.

Progressive Expenditure of this Department during 1351-1353 F. was as follows:—

	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.
Salaries and Allowances ..	22,797	29,406	28,452
Travelling Expenses ..	1,639	1,100	2,100
Contingencies ..	8,916	9,194	10,371
Total ..	33,352	39,700	40,923

It was in 1351 F., that the Electrical Inspectorate was established in order to provide for the inspection of Electrical Installations in compliance with the provisions of the Hyderabad Electricity Act and Rules.

Our Proposals.—While we are convinced that there should be some arrangement for the Inspection of Electricity Installations, we cannot agree that a separate Inspectorate and a costly office establishment is really necessary for this work. In some provinces of the British India work of Electrical Inspection has been assigned to the Chief Inspector of Factories and Boilers. Hyderabad has not so much advanced industrially as to necessitate and justify the existence of a separate Electrical Inspectorate. There is already an establishment for Factory and Boilers Inspectorate consisting of 1 Chief Inspector and 3 Inspectors, and the work of Inspection of Electrical Installations can be easily transferred to this Inspectorate without any additional expenditure. It may be laid down that one of these Factory Inspectors should possess Electrical qualifications in addition to other necessary qualifications. We have given considerable thought to this question and we are convinced that the

post of Electrical Inspector should be retrenched forthwith. The present Electrical Inspector can be absorbed in the Electrical Branch of the P.W.D. which will be expanded considerably.

There is considerable room for economy in the non-Gazetted establishment also. We find no justification for the two costly posts of supervisors in the scale of Rs. 160-10/1-270. For outdoor technical inspection work there are seven Sub-Inspectors and apparently Supervisors are redundant. The Office establishment of the Electrical Inspector consists of One Head Clerk on Rs. 110 p.m., two Second grade clerks (80-125), two 3rd grade clerks (35-70), one Typist (40-60), and one Tracer (Rs. 45-85). For such a small office a Head Clerk is more of a waste than a necessity. The senior Second grade clerk may act as Head Clerk. We, therefore, recommend that the posts of two Supervisors and One Head Clerk should be abolished.

Total savings as the result of our recommendations will be as follows:—

Name of the post to be reduced	Grade	Average Pension- annual ary char- Total cost ges Savings		
		Rs.	Rs.	
1. One post of Electrical Inspector	700-100/3-1,200 + Rs. 50 p.m. Motor Allowance.	11,733 600	1,676 .	13,409 600
2. Two posts of Supervisors	160-10/1-270	5,424	775	6,199
3. One post of Head Clerk	110 fixed	1,320	189	1,509
Total ..	.	19,077	2,640	21,717
Total Net Savings ..	.	..	.	21,717

31 & 32. BUILDINGS AND COMMUNICATIONS.

The statement below will show the growth of expenditure on this Department during the last four years:—

— —	Actuals 1850 F.	Actuals 1851 F.	Estimate 1852 F.	Budget 1853 F.
Salaries and Allowances ..	19,59,200	20,69,900	23,69,635	23,48,646
T. A. and Tour Charges ..	2,94,868	2,89,820	1,58,500	1,89,782
Contingencies and special charges ..	1,19,399	1,38,494	1,12,053	1,31,140
Communications ..	43,36,650	40,48,306	37,75,000	40,65,000
Buildings ..	34,61,982	28,61,880	27,10,000	31,15,569
Tools and plant ..	1,39,956	2,51,905	1,50,000	2,20,000
Special Works, etc. ..	1,48,269	..	..	..
Irrigation ..	17,12,636	16,16,395	24,86,000	24,50,000
Total ..	1,21,72,960	1,12,79,700	1,17,61,188	1,31,20,187

ORGANISATION.

The control of the Public Works Department is vested in the Chief Engineer who also exercises the function of Secretary to Government and is assisted by two Assistant Chief Engineers, one Joint Secretary, and one Assistant Secretary.

OUR PROPOSALS.

In view of the special position occupied by this Department and the vast amount of expenditure incurred on the various items of its activities, we minutely examined the details of its working and its administrative problems in order to explore possibilities of effecting economy without prejudice to the efficiency of the Department. We gave very careful consideration to the replies to the questionnaire received from the Department and in doing so had the advantage of assessing the true value

of these replies in the light of the very careful and exhaustive note of Nawab Zain Yar Jung Bahadur which he so kindly prepared for the Committee.

Before we proceed to make our recommendations we would like to place on record our appreciation of the very valuable assistance which we received from the evidence of the following officers of this Department:—

1. Mr. Syed Ali Raza .. *Ex-Chief Engineer.*
2. „ M. Gopalan .. *Retired Superintending Engineer.*
3. „ Dildar Hussain ..
4. „ Sabrie Yousuf .. *Inspecting Engineer.*
5. „ K. S. Iyer .. *Mechanical Engineer.*
6. „ Abdul Qayum .. *Ex-Engineer, Managing Director, Commercial Corporation.*

We are cognizant of the fact that a thorough survey of the requirements of the Department was made under the P.W.D. Reorganisation Scheme which was given effect to only in Farwardi 1352 F. We are, therefore, constrained to observe that after the overhauling of the Department under this scheme very little room is left for effecting further economies consistent with the efficiency of the Department.

After very careful examination and scrutiny of the material placed before us and the surrounding circumstances we are in a position to put forward the following proposals relating to savings in the expenditure of the Department without affecting efficiency:—

1. *Chief Engineer and Secretary to Government.*

In the P.W.D. Reorganization Scheme, two Chief Engineers have been sanctioned, with separate spheres of activities and with control over expenditure of approximately Rs. 50 lakhs each. We have given very careful and anxious consideration to this scheme and have come to the conclusion that there must be two separate Chief Engineers for the Dominions, one exclusively for

the P.W.D. and the other for the Irrigation branch, for the following reasons:—

- (a) Hyderabad Dominions have to be developed on rational and scientific lines in order to meet present and future demands and with a view to increase the prosperity of the Dominions.
- (b) Many new problems have cropped up as a result of the war which require thorough examination and solution. In any scheme for Post-War Reconstruction plans will have to be prepared for Irrigation, Hydro-Electricity and Roads, etc., calculated to develop the agriculture and industries of the Dominions.
- (c) Insufficiency of food-stuffs is the result of inadequate irrigation works. If more attention is paid to the development of the irrigation works, it will undoubtedly increase the fertility of the soil and the yield of the crops and will also result in other indirect advantages. The Government of Madras are shortly to launch upon a number of ambitious schemes of irrigation estimated to cost crores of rupees. If we are to profit by the example set by the neighbouring provinces, the resources of this State must also be developed by taking in hand big irrigation projects.
- (d) Hydro-Electric Power is essential for the development of industries. If schemes like the Purna, Devnoor, the Godavari and the Tungabhadra are launched vigorously, they will lead to the expansion of the Irrigation system of the State as well as it will give impetus to the Industrialisation of the State.
- (e) The present road-system is much in need of development. A full-fledged programme for the expansion of the road system of the State will involve a huge change in the present arrangement.

All these lead to one and one conclusion only and that is, that the Irrigation Branch must be developed fully and independently on a par, at least with some of the neighbouring provinces if the Agricultural and Industrial wealth of the State is to be increased. All the projects and scheme for the development of irrigation cannot be put into operation unless this branch receives the sole and exclusive attention of one Chief Engineer. It is obvious that as matters stand to-day, one P.W.D. Chief Engineer can hardly do justice to both the branches, much less contribute to their development. The result will be that the amount saved over the reduction of one Chief Engineer will bring incalculable loss to the State and affect its future prosperity.

The majority of the officers of the Public Works Department whom we have examined favour the separation of the two branches, which, in their opinion will be conducive to the better management of the two branches and bring about the prosperity of the people.

After having weighed the matter in all its bearings and in the light of the views propounded by the department, we are emphatically of the view that the irrigation branch must be bifurcated from the Public Works Department and placed under a separate Chief Engineer. A rough idea of the proposed Divisions of the Public Works Department and Irrigation after bifurcation is given in Appendix.

2. *Secretary to Government in the Public Works Department.*

Closely linked with the question of the functions of the Chief Engineer is the office of the Secretary to Government in this department. Up till now the two offices have remained combined in one and the same official, namely, the Chief Engineer. This arrangement on the whole has not proved satisfactory. Under this arrangement much of the time of the Chief Engineer is occupied in determining the policy and in routine correspondence, to leave him sufficient margin to be devoted to the pressing needs of the department.

In some of the British Indian Provinces such as U.P., Bengal and nearer home, in C.P., and Madras the function of the Secretary to Government is exercised by an

official other than the Head of the Department. As a matter of policy as well, no Head of Department should be allowed to be the Secretary to Government of that department. The practice of having separate Secretaries to Government is in vogue in these Dominions as well, so far as other departments are concerned.

We have given our careful consideration to this question and are of the opinion that the Chief Engineer should have full powers with regard to the technical aspect of his work, unhampered by Secretariat interference. He should further be vested with full authority in administrative and Executive matters, such as appointments, transfers, promotions, leave, etc., in respect of his department.

The Secretary to Government in that department will be chiefly concerned with the shaping of the policy of the department and will be the channel of correspondence between the department and the Government. With such safeguards and reservations there will be no occasion for any clash between Chief Engineers and Secretary to Government and the Chief Engineers will thus be left free to devote their full time, energy and attention solely to the technical side of their work and to the development of their department. The matters of policy only will be left for the Secretary to Government. We are therefore emphatically of the opinion that the Chief Engineers should no longer be saddled with the responsibility of exercising the functions of Secretary to Government.

3. *Registrars.*

Two posts of Registrars in the grade of Rs. 300-25/2-400 in the office of the Public Works Department Secretariat have been provided for in the Budget. There appears no justification for the retention of the two posts of Registrars. One post of Registrar should be retrenched forthwith. This will result in economy to the extent of Rs. 4,360 annually.

4. *Assistant Architect (P.W.D.)*

It will appear from the Budget that there is provision for the post of one Assistant Architect in the grade of Rs. 600-100/3-1,200 in the Chief Engineer's office. It does not stand to reason that when there is such a highly

paid staff of Chief Architect, with a number of Assistant Architects, why should there be any necessity for additional Assistant Architect in the Chief Engineer's office. When the services of the Chief Architect and his staff with such a high reputation for efficiency and high standard of work are easily available for the Chief Engineer's office as well as for any other department, there is no longer any justification for the retention of this post in the Chief Engineer's office. We are therefore of the opinion that the continuation of this post is sheer waste of money and the whole establishment of Assistant Architect should be retrenched. This reduction will result in considerable saving.

5. *Town Planning Department of Local Fund.*

The following statement will show the annual expenditure incurred on the Town Planning Branch of the Local Fund:—

	Actuals 1850 F.	Actuals 1851 F.	Actuals 1852 F.	Budget 1853 F.
Salaries, Allowances and contingencies ..	40,808	42,650	44,594	43,198

We are of opinion that the amount spent on the Town Planning staff of the Local Fund could very well be saved and earmarked for other useful activities of the Department, if the work of planning and designing is transferred to the Chief Architect's office. This arrangement will not only result in considerable saving but improve the quality of the work, in as much as a specialised staff of experts is maintained in the Chief Architect's office for this specific work.

Full advantage should therefore be taken of the facilities available at the Chief Architect's office and the entire work of designing and planning entrusted to that office. The amount thus saved could be diverted to a number of useful items of the department.

The supervision charges of the Chief Architect's staff could be realised from the Local Funds by the introduction of a levy system on percentage basis of the cost of work designed by the Chief Architect's office.

6. *Local Fund Engineering Department.*

We examined the position with regard to the Engineering staff maintained by the Local Fund Department. The statement below will show the expenditure incurred on the Engineering Staff of the Local Fund Department.

—	Actuals 1850 F.	Actuals 1851 F.	Actuals 1852 F.	Budget 1853 F.
Salaries, Allowances and contingencies ..	2,75,829	2,67,030	2,76,667	2,36,069

The above figures speak for themselves and support us fully in our view that this vast amount could very well be saved for other Local Fund activities, if, only, the supervision and control of the construction side of the department could be entrusted to the Executive Engineers of Public Works Department. After mature consideration we have come to the conclusion that a considerable portion of this expenditure can be saved if the work of supervision is transferred to the Public Works Department. Where necessary, the subordinate engineering staff may be retained by the Local Fund. The supervision charges may be recovered from the Local Funds by the introduction of levy system on percentage basis of the annual working Budget of the Local Fund.

7. *Assistant Superintending Engineers.*

It appears from the Budget that 4 Assistant Engineers in the grade of Rs. 400-25/1-600 have been provided for, for the Superintending Engineer's office. Such a large number of Assistant Engineers for the Superintending Engineer's office seems superfluous.

In our opinion the work of this office can be carried on without loss of efficiency, even if these four posts are abolished. We therefore recommend that the four posts of Assistant Engineers be retrenched forthwith which will result in an annual savings of Rs. 28,892.

8. *Tools, Plant and Stock.*

It appears from the Chief Engineer's statement that the total cost of the stores and tools and plant purchased

during the years 1349, 1350 and 1351 Fasli amounted to Rs. 25,59,505.

It will further be seen that for the normal work of the Public Works Department excluding the City Drainage Division, the Nizam Sagar Division and other temporary works, the cost of the stores purchased annually amount to Rs. 2,00,000. The Project and Special Works have purchased stores aggregating about Rs. 20,00,000 during 3 years or an average of 6½ lakhs annually.

From the evidence tendered before us it will appear that there is no central control on the Tools and Plant and Machinery in the districts. Steam Rollers, Concrete mixers, Pumps, Portable Boilers, etc., are distributed over the districts of the Dominions. No central returns are maintained either in the Chief Engineer's office or by the State Mechanical Engineer. The system of meeting the requirements of the Districts is also very unsatisfactory. It is also well known that there is no satisfactory arrangement for the shortage of Tools and Plant in the Divisional Engineer's offices, with the result that the plant and machinery are exposed to weather and are kept in a bad state of repairs. No satisfactory arrangement exists for timely repairs to the machinery.

After full deliberations we have come to the conclusion that all these defects can be remedied if the Government were to adopt a policy of

- (1) Establishment of Central Purchase Agency, that is Central Stores of Government, and
- (2) Central workshop for the control of Tools and Plant to be maintained by the Public Works Department.

9. *Hyderabad Electricity and the District Electricity Departments.*

These are two parallel departments, one running the concern under the Director, Electricity Department and the other under the Special Engineer, District Power Scheme, Public Works Department. It is obvious that the two establishments for one and the same purpose are more costly than what it would be if placed under one direction. It is high time therefore that the two Departments should

be amalgamated and placed under one control. This arrangement will not only be conducive to co-ordination and uniformity in the working of the scheme but result in considerable economy.

The Telephone Department may as well be added to the unified Electricity Department which will facilitate the working of the departments and result in economy.

10. *Inspection Bungalows.*

We examined the position with regard to the number of Inspection Bungalows under the control of the Public Works Department.

In our opinion there is no necessity of reducing the existing number of Bungalows. At the time when construction of Inspection Bungalows is taken in hand it should be specifically laid down that the distance of one Bungalow, should, in no case, be less than twenty miles from the next Bungalow.

The Committee trusts that this will be complied with by the Department in future.

11. *Public Garden.*

The position with regard to the public garden received our full consideration. We are of opinion that this should be so managed that it may become self-supporting by developing its commercial side, such as Nursery, etc.

12. *City Improvement Board.*

We are emphatically of opinion that the City Improvement Board should not have an official or semi-official tinge. On the other hand it should be reorganised on the lines of Improvements Trusts as in the British India.

This arrangement will not only improve the quality of work but will result in economy. The resources of the City Improvement Board will develop, leading to a substantial increase in the income of the department. If public is associated this will create public interest in Town Improvement Schemes.

13. *Well Sinking Department.*

We are of the opinion that the separate existence of the Well-Sinking Department is not justifiable in the

present circumstances and that it should be amalgamated with the Irrigation Department.

This arrangement will be conducive to economy as well as to efficiency.

14. *Audit.*

In our opinion the system of audit in vogue in the department is not satisfactory. In view of the present position, a change from post-audit to pre-audit of accounts in the District Treasuries will be conducive to efficiency.

The position will further improve, in our opinion, if the accounts section of the Public Works Department is brought under the control of District Treasury Officers.

Nawab Liakat Jung Bahadur has promised to frame rules and regulations with a view to expediting the quick disposal of work and avoiding delays in payments of bills. This arrangement will be subject to review after a period of three years.

The following table will show the number of peons to be allowed to Chief Engineer's offices and the number to be retrenched.

Name of the posts	Number to be allowed	Number to be retrenched
1. Chief Engineer P. W. D. 1	.. 1 Jamadar. 2 Peons.	
2. Chief Engineer Irrigation 1	.. 1 Jamadar. 2 Peons.	
3. Asstt. Chief Engrs. (2 Peons each) 2	4 Peons.	
4. Sub-Engineers (each one peon) 3	.. 3 Peons.	
5. For total strength of 38 clerks at the rate of one peon for ten clerks	.. 3 Peons.	
6. For Mausoola and Majaria work	.. 4 Peons	.. 35 Peons.
Total	.. 2 Jamadars & 18 Peons.	Total Peons 35 to be retrenched

[Statement.]

The following statement gives details of the savings to be effected:—

Sl. No.	Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
1	Retrenchment of one post of Registrar	300-25/2-400	4,360	623	4,983
2	Retrenchment of one post of Assistant Architect ..	600-100/3-1,200	10,960	1,565	12,525
3	Retrenchment of four posts of Assistant Superintending Engineers	400-25/1-600	25,280	3,612	28,892
4	Retrenchment of 35 posts of peons	12-1/7-15	5,656	808	6,464
	Total ..	..	46,256	6,608	52,864
	Net savings ..		..	..	52,864

LIST OF PROPOSED P.W.D. DIVISIONS.

Srl. No.	Name of Divisions	Headquarters of the Division	Name of Districts in this Division	Grant for Buildings & Communications for 1953 F.
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I.—HYDERABAD CIRCLE : UNDER SUPERINTENDING ENGINEER.

Divisions under the charge of Executive Engineers.

	Division.			Rs.
1	Hyderabad ..	Hyderabad ..	..	8,55,210
2	Nizamabad ..	Nizamabad ..	1. Nizamabad ..	3,56,538
			2. Medak ..	2,98,630
3	Mahbubnagar ..	Mahbubnagar.	1. Mahbubnagar ..	4,38,722
			2. Nalgonda ..	2,64,918
4	Warangal ..	Warangal ..	Warangal ..	4,84,034
5	Adilabad ..	Adilabad ..	1. Adilabad ..	3,52,950
			.. 2. Karimnagar ..	2,12,989

II.—AURANGABAD CIRCLE : UNDER SUPERINTENDING ENGINEER.

Divisions under the charge of Executive Engineers.

	Division.			Rs.
6	Aurangabad ..	Aurangabad ..	Aurangabad ..	4,99,526
7	Gulbarga ..	Gulbarga ..	1. Gulbarga ..	4,57,814
			2. Bidar ..	1,39,582
8	Raichur ..	Raichur ..	Raichur ..	3,69,049

Divisions under the charge of Assistant Executive Engineers.

	Division.			
1	Bir ..	Bir ..	1. Bir ..	2,13,211
2	Parbhani ..	Parbhani ..	2. Osmanabad ..	1,90,470
			1. Parbhani ..	2,98,485
			2. Nanded ..	1,47,650

LIST OF PROPOSED IRRIGATION DIVISIONS.

Srl. No.	Name of Division	Headquarters of the Division	Name of Districts in this Division	Grant for Irrigation works for 1853 F.
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I.—WARANGAL CIRCLE : UNDER SUPERINTENDING ENGINEER.

Divisions under the charge of Executive Engineers.

	<i>Division.</i>			Rs.
1	Warangal ..	Warangal ..	Warangal ..	8,18,615
2	Nalgonda ..	Nalgonda ..	1. Nalgonda ..	2,35,623
			2. Mahbubnagar ..	70,069
3	Karimnagar ..	Karimnagar ..	1. Karimnagar ..	2,41,805
			2. Adilabad ..	85,844

II.—NIZAMABAD CIRCLE : UNDER SUPERINTENDING ENGINEER.

Divisions under the charge of Executive Engineers.

	<i>Division.</i>			Rs.
4	Nizamabad ..	Nizamabad ..	1. Nizamabad ..	1,43,483
			2. Nizamsagar ..	2,63,129

Divisions under the charge of Assistant Executive Engineers.

	<i>Division.</i>			Rs.
1	Gulbarga ..	Gulbarga	1. Gulbarga ..	24,585
			2. Osmanabad ..	474
			3. Bidar ..	..
			4. Raichur ..	34,675
2	Nanded ..	Nanded ..	1. Nanded ..	16,793
			2. Parbhani ..	..
			3. Bir ..	22,660
			4. Aurangabad ..	..
3	Medak ..	Medak ..	1. Medak ..	89,071
			2. Hyderabad ..	1,161

34. ELECTRICITY

The following statement will show the total receipts and net profits of the Hyderabad City Electricity Department for the years 1343 to 1352 F., together with the share of profit payable to Government and that retained for the Department:—

Year	Receipts	Net Profits	Departmental share 35 per cent.	Government share 65 per cent.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1343 F.	16,40,962 6 11	2,84,313 1 7	99,509 8 11	1,84,803 7 5
1344 F.	16,68,940 13 1	2,79,079 4 2	97,677 11 11 $\frac{2}{6}$	1,81,401 8
1345 F.	17,84,714 4 3	1,99,435 14 0	69,802 9 0 $\frac{2}{6}$	1,29,633 5 0
1346 F.	17,90,864 14 3	3,57,706 4 8	1,25,197 3 3	2,32,509 1 5
1347 F.	18,59,378 11 8	4,11,968 8 5	1,44,188 15 10	2,67,779 8 7
1348 F.	18,77,665 7 4	3,38,863 10 8	1,18,602 4 0 $\frac{1}{2}$	2,20,261 6 2
1349 F.	21,07,170 6 3	5,35,578 4 4	1,87,452 6 4 $\frac{5}{6}$	3,48,125 14 1
1350 F.	22,76,620 15 4	5,66,730 14 6	1,98,355 13 1 $\frac{1}{2}$	3,68,375 1 5
1351 F.	25,13,008 8 0	7,27,558 0 0	2,54,645 4 10 $\frac{3}{6}$	4,72,912 11 2
1352 F.	25,02,170 0 6	7,28,096 5 11	2,54,833 11 9 $\frac{1}{2}$	4,73,262 10 2

It will be seen that there has been gradual rise in the figures of profits with the growth and expansion of the activities of the Department.

ORGANISATION.

The administration of the Hyderabad Electricity Department is vested in the Director, who is assisted by one Deputy Director, Mechanical Engineer, Electrical Engineer and a number of other officers, while the District Electricity Department is in charge of the Special Engineer, Director Power Schemes, P.W.D.

OUR PROPOSALS.

The Electricity Department is one of the most useful departments, the development and expansion of which,

ought to be the primary concern of every progressive Government. The amenities of life available to the people of Europe and United States of America are not in a small measure due to the wonderful organisation and efficient management of the Electrical Power system there. The role which Electricity has to play in the future scheme of things and the post-war planning can hardly be over-emphasised. Many of our schemes of industrial developments are closely linked with our ability to produce and make available cheap electricity. The Hydro-Electric Scheme is also expected to make material contribution to the progress and prosperity of the Dominions. We have to bear in mind all these factors while approaching the question of effecting economies in this department. We therefore examined its working, very closely with a view to find out if there was any room for economy, consistent with its efficiency and utility. We also asked the Department to acquaint us with its views on the subject. The Director, in his note has pointed out that of late, the gazetted staff of the Electricity Department has been completely reorganised, in consultation with the Finance Department. As a result of reorganisation two new special posts of Maintenance and Planning Engineer have been created, while the following reductions have been effected:—

1. Post of Mechanical Engineer has been reduced from Rs. 400-25-700 plus an allowance of Rs. 50 to Rs. 400-25-600.
2. Post of Electrical Engineer reduced from Rs. 400-25-700 plus an allowance of Rs. 50 to Rs. 400-25-600.
3. Post of Personal Assistant to the Director has been reduced from a grade of Rs. 400-25-600 to Rs. 250-25-400.
4. Assistant Consumer Engineer's post carrying a grade of Rs. 300-25-500 has been abolished.
5. In a few months time the post of Consumers Engineer in the grade of Rs. 300-25-600 will also be abolished and the Consumers Department will be shared between the office and the Mains Department.

The Director has further informed us that the maintenance of the Showroom and Publicity staff has been temporarily suspended, due to present shortage of coal and that holidays have also been considerably curtailed.

It will appear that substantial reductions have already been made in the gazetted staff which will mean considerable saving.

After careful examination and scrutiny we find that there is little room for effecting further economies in this expanding department, without impairing efficiency.

We however find that some reductions can be effected safely, without any detriment to its efficient management, as we shall show below:—

1. P.A. TO DIRECTOR.

We find that there is one Personal Assistant attached to the Director, in the grade of Rs. 400-25-600 plus Rs. 50 M.C.A. When once the principle has been laid down that no official below the rank of Member of the Council should be allowed a P.A., there is no reason why the Director, Electricity should be placed on a different footing in this matter. This is open to many objections and creates a bad precedent. The various Sub-Committees while dealing with the departments falling within their spheres have favoured the abolition of the posts of Personal Assistants for Directors. The Pay and Allowances Sub-Committee in their Interim Report have also recommended the retrenchment of this post. In our opinion there is no justification for the retention of this post and it should be retrenched forthwith. This will result in considerable saving.

2. REGISTRAR.

We further find that there is provision for one post of Registrar in the grade of Rs. 300-25/2-600 for the Director's Office. The post of Registrar is generally provided for Secretariats to cope with the heavy nature of office work. We do not think that the duties attached to the Director's office are so pressing as to require the services of a non-technical officer like Registrar. It is our considered view that the retention of this post for the Director's office cannot be justified, as it is simply redundant and wasteful.

We would therefore recommend that the post of Registrar may be retrenched forthwith. This will result in considerable saving.

3. WORKING EXPENSES.

It appears to us that the working expenses of Hyderabad Electricity Department are a little excessive. Although the department has been earning good profit, yet we feel that the expenditure should have been reduced to some extent by a closer scrutiny and supervision. We tried to obtain the figures of the working expenses of the Madras, Calcutta, Lahore and Delhi Electricity Companies, with a view to make a comparative study of the expenditure, but unfortunately the figures could not be available. In the absence of these figures, we are not in a position to make any further comment on the subject and would urge Government to examine the position and to take adequate measures in this behalf.

4. DISTRICT ELECTRICITY DEPARTMENT.

The following statement will show the total Revenue and net working of District Electricity Department for the years 1343 to 1352 F.:—

Year	Revenue	Net loss after paying up deprecia- tion and interest	Remarks
1343 F. . .	78,806	14,213	Only Aurangabad Station was working.
1344 F. . .	1,32,811	75,908	Nizamabad and Raichur were put in commission.
1345 F. . .	1,95,091	80,300	Warangal, Nanded and Gulbarga were put in commission.
1346 F. . .	3,16,551	1,05,287	
1347 F. . .	3,60,657	1,63,328	Yadgir and Narayanpet were put in commission.
1348 F. . .	3,95,309	1,54,183	
1349 F. . .	4,37,847	1,55,931	
1350 F. . .	4,84,146	1,63,582	
1351 F. . .	5,24,336	1,47,767	
1352 F. . .	5,56,878	1,20,998	

It will appear that the District Scheme has been working at a loss as indicated by the above figures.

The Special Engineer has pointed out in his note that since the tariff has been revised from 1-6-53 F., and Industrial load improved, it is expected that almost every station will turn over to surplus from 1353 F.

It seems to us that the position as surveyed at the time of the launching of schemes has not been pursued by various interests for the proper development of projects and this fact accounts for the present unsatisfactory results.

After careful consideration we have come to the conclusion that the only solution of this difficulty lies in the amalgamation of the District Electricity Department with the Hyderabad Electricity Department. This will be all the more necessary, in view of expansion of the Electricity and Hydro-Electricity during the post-war planning period. The Pay and Allowance Sub-Committee have also in their Interim Report recommended the amalgamation of Hyderabad City and District Electricity Departments and also suggested that the amalgamated Directorate should be classed as a First Class Nizamât and the scale of the Director should be Rs. 1,200-1,500. We are in agreement with this view and would further suggest that after amalgamation the Special Engineer, District Electricity should be designated as Deputy Director and his emolument should be according to the scale laid down by the Pay and Allowances Sub-Committee.

This arrangement will not only be conducive to efficiency but result in substantial saving.

It is very difficult for us, in view of the present war time conditions to suggest on what lines the Electricity Department should work in future. The possibility of handing over the entire Department to some private concern with the reservation, to the extent of 51 per cent. of shares by Government, as a means of safeguarding the interest of Government, may be considered as an alternative measure.

We would however advise the Government to set up a Committee of experts to examine this question with direc-

tions to submit its report within a fixed period. The views of such a Committee will be very helpful in coming to a correct decision on the subject.

The scale of peons to be allowed to this Department should be on the same lines as those recommended for other departments.

The financial effect of our proposals will be as follows:—

Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total
1. One post of Personal Assistant to Director.	400-25-600 plus 50M.C.A.	6,824 600	903 ..	7,227 600
2. One post of Registrar	300-25/2-600	5,244	749	5,993
Total	..	12,168	1,652	13,820
Net Savings ..	..	..	..	13,820

36. PRINTING.

The Government Central Press, as we understand is neither a fully commercial nor a service department but is termed "Quasi-commercial." From the entries in the Budget, we find that the Government Press is being run at a loss and the net loss to Government during the last four years has been as follows:—

			Rs.
1350 F. (Accounts)	..	..	23,093
1351 F. "	..	..	72,369
1352 F. "	..	..	1,16,565
1353 F. (Estimate)	..	..	86,000

This statement is seriously disputed by the Director, Central Press, who in his note has explained that this amount is really a subsidy for certain specific services rendered and hence the insertion in the Budget statement representing it as "Net loss" is not correct. The Director further maintains that this sum was granted in lieu of printing and supplying Government Gazette free to all Government departments and also for a reduction of 40 per cent. in the overheads chargeable to Government offices.

The present position in our opinion is not satisfactory. A decision has to be taken soon by Government as to whether the Government Central Press is to be run on commercial lines or turned into a service department. We understand that the Government of India Press is a service department and not a commercial concern. As such all Government of India publications are sold at nominal cost. But the position of the Government Central Press is altogether different. It is evident that security printing and confidential and secret works can only be done at cost and the question of profit cannot arise. The normal commercial work can be done on profit and loss basis with a view to absorb the overheads.

If it is decided to make it entirely commercial, Government will also have to pay at the usual rates, so that the Press may not be put to loss.

The other alternative open to Government is to make it partly commercial and partly service department. As the position stands to-day, the Government Central Press is labouring under a number of disadvantages. It has to pay approximately Rs. 90,000 by way of interest on the K. Capital and the depreciation charges on its plant and machinery. The whole question should be examined by Government in the light of past experience and the present developments, with a view to make it a really efficient concern.

We note that there is a general impression prevailing in the different government departments as well as in the public mind that the rates charged by the Government Central Press are much higher than the market rates and that there is inordinate delay in the execution of orders

With a view to clarify the position we examined the Director, and in order to gain a first-hand knowledge of the actual working of the department, we the marginally noted members of the Sub-Committee also paid a visit to the Central Press on the 25th Azur 1354 F.

1. Nawab Liakat Jung Bdr.
2. Mr. Mir Akbar Ali Khan.
3. Mr. Abul Hasan Syed Ali.
4. Mr. Srikishen.
5. Mr. Syed Taquiuddin

The Director, Mr. R. V. Pillai, showed us round the different sections and the actual working of the typing machines. We were impressed by the huge machinery and plants and the high standard of work, of the press, which can compare favourably with the presses maintained by other Provincial Governments.

We, however, noted with regret that this Press was not properly housed. We would strongly recommend that steps should be taken as soon as possible to provide suitable accommodation for the department, in the interest of efficiency and expeditious disposal of work.

We understand that a sub-committee has been appointed by Government to examine the whole position relating to this Press and to submit proposals. In view of the fact that this sub-committee will review the different aspects of this question, we do not propose to make specific proposals, beyond this that on the retirement of the present Director, the post held by Mr. Abdul Qaiyum in the grade of Rs. 300-600 should be filled by a technical

man and the grade reduced to Rs. 300-50/3-500, proposed for Assistant Engineers. We would, however, like to make a few observations on some aspects of the department which require close and sympathetic attention.

1. *Labour Shortage and Wages.*

The Director has in his note, pointed out that in Hyderabad there is an utter dearth of skilled artisans and trained personnel, fit for employment in the Press. Due to the extraordinary war-time conditions and the consequent general rise in prices of articles and wages, there is discontent in the staff of the Central Press as well, for payment of higher wages. The Director has cited several instances, how the "Times of India," Bombay, and the Sirpur Mills are offering double and treble wages to the compositors of the Central Press, which, if not checked, by suitable measures will affect the Central Press adversely. This matter is not within our purview. We are however confident that it will be duly examined by Government.

2. *Delay.*

As regards the charge of delays in execution of orders, the Director, while not absolving his department totally, has laid the blame on the inderting offices as well. According to the Director, very common reasons of delays are illegible manuscripts, faulty instructions, delays in returning proofs, etc.

There appears to be some force in this contention and the tendency to put the whole blame on the Press should be examined in the light of the explanation given by the Director. The position requires very careful examination.

3. *Centralisation of the Departmental Presses.*

The Director, Government Central Press, maintains that the existence of the departmental presses is highly detrimental to the interest of the Central Press and robs it of its fair share of work and income. The heads of departments differ from this view and insist on the retention of the departmental presses on the ground of inordinate delays in the execution of orders and inattention on the part of the Central Press. The Director of

Land Records and Settlement and the Postmaster-General, during the course of their evidence before the Committee stated that the printing of maps and charts of their departments required special care and attention and were liable to be inaccurate and unsatisfactory, if printed in the Central Press.

We do not agree with this contention and are of opinion that the Central Press can be relied on to do its job in an efficient manner.

We are confident that the complaints referred to above may be rectified by proper representation and strict supervision. The position may be examined by Government by the appointment of an expert committee and ways and means devised to stop irregularities and remove genuine grievances. We do not understand why the situation cannot be improved here, under good and able direction, when much bigger presses in the Government of India and European countries with stupendous work to their credit, can be run on sound and healthy lines.

We have come to the conclusion that the sooner the departmental presses go, the better for the Central Press. The amalgamation of the departmental presses with the Central Press will not only add to the income of the latter but improve its efficiency and bring down its overheads.

4. *Rates.*

The question of higher rates charged by the Government Central Press has been subjected to a good deal of criticism. The Director, during the course of his evidence admitted that the rates were no doubt higher than the private presses, but accounted for these in two ways. Firstly, the standard and efficiency of work had to be taken into consideration and secondly the overhead charges on the huge staff and establishment maintained by the Government Central Press. The Director maintained that the standard and quality of work in his Press had reached a very high level, and for the maintenance of this standard a very highly qualified staff and up-to-date machinery had to be kept. On the other hand the standard and equipment of the private presses were very low, which resulted in very poor outturn of work. Hence

the difference in rates. Despite all these the Director further stated that the rates of the Government Central Press compared favourably with those of the Government of India and the Provincial Government Presses.

While admitting that there is some force in the Director's contention, we are of the opinion that the rates can be lowered down a little, by more effective adjustment and supervision.

We would urge Government to examine the position and to take adequate measures in this respect.

36. STATIONERY.

The following statement will show the gross receipts and net profits of the Stationery Depot during the last three years.

		Gross Receipts	Net Profit.
		Rs.	Rs.
1351 Fasli (Accounts) .. ..	.. ..	12,49,308	89,661 13 4
1352 Fasli (Accounts) .. ..	.. ..	10,54,685	1,00,905 8 $4\frac{1}{8}$
1353 Fasli (Revised) .. ..	.. ..	10,28,034	Not available.

ORGANIZATION.

The administrative control of the Depot is vested in the Director Stationery Depot, who carries on the work of this Department with the assistance of the establishment.

OUR PROPOSALS.

This Depot was established in the year 1334 F., and is run on commercial lines. Since the inception of this Department, efforts have been made to reduce the expenditure on writing materials and other articles of Stationery and to introduce certain scales of stationery. The Director points out in his note that the profit made by the Depot since its inception up to the end of 1350 F. amounted to Rs. 1,60,425-13-8, but due to the absence of a scale system as in British India, the benefit of these savings actually went to the departments themselves and not to Government.

It also appears that since the advent of the present H.F.M. large and far-reaching measures of reforms have been introduced and economy in the use of stationery has been enjoined upon. The quality and kind of paper has been reduced to the minimum and Royal Bucks and Nizam Parchment stationery as well as expensive articles of stationery have been expunged from the list.

The expenditure on Stationery has been reduced to the extent of $1\frac{1}{2}$ lakhs. Papers manufactured in the Dominions are in use now and use of costly paper of foreign make has been discontinued. The quality of D. O. paper has been changed and the use of fountain pens has been totally stopped. Standardisation of forms has been effected and tenders are invited for the purchases made by the Depot.

Mulki Industries receive the utmost encouragement, as will appear from the following statement.

Years	Local		India		Foreign		Total	
	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.
1846 Fasli ..	51,702	0 0	1,53,763	0 0	1,66,025	2 5	3,71,490	2 5
1847 „ ..	74,248	1 7	2,74,289	0 8	2,52,915	14 6	6,01,448	0 9
1848 „ ..	1,06,929	9 2	2,57,594	2 1	2,62,751	2 6	6,27,274	13 9
1849 „ ..	1,55,893	3 6	3,77,697	10 5	3,84,229	1 2	8,67,819	15 1
1850 „ ..	1,55,025	10 0	3,48,860	12 6	3,40,857	4 7	8,44,243	11 1
1851 „ ..	1,39,814	0 0	4,05,687	0 0	6,57,883	0 0	12,03,384	0 0
1852 „ ..	6,71,246	0 0	1,36,602	0 0	2,00,638	0 0	10,08,486	0 0
1853 „ ..	6,93,452	0 0	1,84,325	0 0	1,64,565	0 0	10,42,342	0 0

It is gratifying to note that the articles of foreign make are discouraged to the utmost and imported only in unavoidable circumstances.

It will also appear that the contracts for ink valued between Rs. 15 to 20,000 which went outside formerly, now go to local enterprise. Similarly orders for pen-holders, blotters, blotting pads, file-boards, textiles, etc., are placed with the local Firms.

As regards the complaints regarding the higher rates of articles in the Depot, the Director maintains that except in certain special cases of Desi made articles where preference was given to slightly higher prices, there has been no instance where the depot prices have been higher than bazaar including its overhead percentages.

This question should be fully investigated, and strict supervision exercised, so that there may be no cause for further complaints.

As pointed out by the Director, in his reply to the Questionnaire, the establishment sanctioned for the Depot is just sufficient to carry on the work so that there is no room for effecting reduction without impairing efficiency.

The Director receives an allowance of Rs. 200 p.m. as supervision charges.

Considering the composition of the establishment and the nature of duties allotted to the staff, we agree with the Director that there should be no retrenchment in this small but useful department. As such we do not propose to recommend any retrenchment in this Depot.

We understand that Government have decided to establish a Central Stores Department.

We would recommend that the Stationery Depot should be merged with the Central Stores Department as soon as it is established.

38. INDUSTRIAL.

The expenditure on this Department, during the last six years, has been as follows:—

	Actuals 1348 F.	Actuals 1349 F.	Actuals 1350 F.	Actuals 1351 F.	Revised 1352 F.	Budget 1353 F.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Salaries and Allowances .	2,05,874	2,19,008	2,08,147	1,99,249	2,41,151	2,44,928
T.A. and Tour charges ..	27,883	27,168	22,653	16,064	18,000	15,553
Contingencies and special charges ..	83,972	84,724	1,15,002	1,13,653	1,06,207	1,43,677
Total ..	3,17,729	3,30,895	2,45,802	3,28,966	3,65,358	4,04,158

Organization.

The administrative control of this Department is vested in the Director of Industries, who is assisted by a Personal Assitant, Textile Expert, Industrial Engineer and a number of other officers.

Our Proposals.

We have given very careful consideration to the replies to the questionnaires received from the Department and also examined in detail, Mr. Habibur Rahman, the present Director of Industries and Mr. Ahmed Mohiuddin, the Ex-Director. We discussed at length the various proposals regarding the possible retrenchments that could conveniently be effected in this Department without affecting its efficiency.

After mature consideration, we have come to the conclusion that substantial reduction can be effected in the staff, despite the views to the contrary held by the Department.

1. *Cottage Industries Institute.*

We will take up this Institute, first. The annual expenditure on this Institute consisting of one officer and fairly big establishment amounts to Rs. 96,420.

This Institute was established at a time when there was no arrangement for Technical and Vocational education in the Dominions. With a view to achieve this and to give impetus to the Cottage Industries in the Dominions, which were much in need of encouragement and guidance, this Institute was brought into existence. There can be no doubt that the Institute has done some good work and demonstrated by education and propaganda, the possibilities of Industrial development in the Dominions. Let us now examine whether there is any necessity for retaining this costly establishment, in view of the developments that have taken place since. We find that a separate department for the dissemination of Technical and Vocational Education has been functioning for the last few years. Then there is a Central School of Art and Crafts, which, as the very name of the Institution implies, has been established to revive the ancient Art of this country, as well as to develop it on modern lines, and to impart education in the different systems of indigenous industries. It has got a very good Crafts Section consisting of Weaving, Carpentry, etc. Instructions are imparted to a limited number of students in the different sections, with a view to solve the unemployment question which is causing so much concern and discontent among the present generation.

The *Osmania Technical College*, with a fairly big staff and establishment has been catering to the technical requirements of the Dominions on a big scale.

There are also the *Technical and Vocational Schools*, in *Hyderabad City and Districts* which are imparting Technical, Vocational and Industrial education to the boys of the Dominions.

It has now to be seen whether the retention of the Cottage Industries Institute is still necessary, when the work assigned to this Institute is being done on a much bigger scale by the institutions enumerated above. We are convinced that sufficient impetus and encouragement have been given to the development of Industries by H.E.H. the Nizam's Government with the establishment of a large number of Technical Institutes and that this Government has been much ahead of other British Indian Provincial Governments in this sphere. In view of these

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developments, the work of the Cottage Industries Institute is merely a duplication of the activities carried on in other Institutions. After due consideration, we have come to the conclusion, that whatever its justification may have been in the past, there is no longer any necessity for the retention of this very costly Department with such a high establishment.

We would, therefore, recommend that the total staff and establishment of Cottage Industries Institute be retrenched forthwith. This will result in substantial saving.

While recommending the abolition of the Cottage Industries, Institute, we would strongly urge on Government the desirability of developing the School of Art and Crafts and other Technical and Vocational Institutions in the Dominions, to meet the growing requirements in the Industrial sphere. Expansion of some of the Technical Institutions on sound lines and opening of some new sections in the Art and Crafts School, according to requirements will prove of incalculable benefit to the expansion of industries in the Dominions.

2. *Personal Assistant to the Director.*

We next take up the post of Personal Assistant to the Director. We have examined the position in other Directorates as well. We have also taken due note of the views of the other Sub-Committees engaged in examining the working of the different departments to the effect that no officer below the rank of a Member of the Council should be provided with a Personal Assistant. While we do not see any justification for this post of a Personal Assistant for the Director, in the grade of Rs. 300-600, we are of the opinion that the Director is in need of the assistance of an officer of lower grade to enable him to discharge his heavy duties effectively. We would, therefore, recommend that the post of Personal Assistant be converted into that of Assistant Director, in the grade of Rs. 200-400. This will result in some saving.

3. *Industrial Engineer.*

The situation created by the war has given an impetus to the various industries of the Dominions, on a

scale hitherto unknown. The whole world is in a melting pot at present and the countries which have been backward in industrial spheres are taking full advantage of the situation. Hyderabad also has not lagged behind in this race. A number of industries have sprung up which bid fair to make the Dominions self-sufficient in matters of its requirements. In view of these developments the Industrial Engineer is to play an important role and as such should be retained to guide the various Industries. The Director of Industries during the course of his evidence favoured the retention of this post. We are also in agreement with this, subject to the condition that the scale of pay of this post be reduced in accordance with the recommendation of the Pay and Allowances Sub-Committee.

4. *Textile Expert.*

We find that this Department has been provided with the services of a Textile Expert in the grade of Rs. 700-1,200. The duties of this officer, as we understand, are to introduce the latest designs and patterns of weaving and to exercise general supervision over the work of the textile section. In view of the rapid progress that the Textile Industry is making day by day and the future possibilities of its expansion in the post-war reconstruction period, it will be advisable to allow the department to avail of the advice and guidance of an Expert. The amount spent over this Expert will repay the Department in various ways. The Textile Expert will have also to educate the weavers in the right use of the various dyes, by touring the districts. We would, therefore, recommend the retention of the post of the Textile Expert for the Department. The scale of pay of this post is however high and should be reduced to Rs. 500-50/2-850 as proposed by the Pay and Allowances Sub-Committee in the case of Executive Engineers of the P. W. Department.

5. *Dyeing Expert.*

The Department has also on its staff one Dyeing Expert, in the grade of Rs. 300-600, whose duties are to introduce new and up-to-date dyes among the weavers and dyers of the Dominions and to educate them in the right use of the various dyes. As suggested above, this work will be entrusted to the Textile Expert who is

addition to his duties of tendering advice on the latest designs and pattern of weaving, will have to educate the weavers and dyers in the right use of various dyes as well, by touring the districts. In this work of education and propaganda, he will have the assistance of the Demonstration Parties, as well. This arrangement will automatically render the post of Dyeing Expert a nullity.

After giving the matter due consideration, we are convinced that this post is no longer required and as such should be retrenched forthwith. This will result in substantial saving.

6. *Superintendent, Demonstration Parties.*

The duties of this officer are very much akin to those of the Textile Expert. He, too, like the Textile Expert has to be on the look out for innovations and changes in the designs and patterns of weaving and to keep the weavers in touch with the latest development. The work of this Officer is merely a duplication of the duties of the Textile Expert. As a necessary corollary to our recommendation, made above, this post will have to go, as it will be unnecessary and superfluous. We would, therefore, recommend its immediate retrenchment, which will mean substantial saving.

7. *Paper Expert.*

In addition to the Experts already dealt with, this Department has one more Expert, called the Paper Expert in the grade of Rs. 300-600. What specific duties are assigned to this Expert, it is not easy to understand. We are however, disposed to think that now that the Sirpur Paper Mills have been functioning and catering to public requirements, the retention of a high-salaried, whole-time Paper Expert will not be justifiable in the interest of public economy. We do not see eye to eye with the Department in this matter which favours its retention, without giving any convincing reason for the same. We are however convinced that the retention of this post will serve no purpose and would, therefore, recommend its immediate retrenchment. This will result in saving of Rs. 6,537 per annum.

8. *Chief Inspector of Boilers and Factories.*

The staff provided for the Boiler's inspection consists of one Chief Inspector and three Inspectors. In view of the rapid industrialisation of the Dominions and the consequent increase in the number of factories, the present arrangement for the inspection of boilers need not be disturbed. With the progress and expansion of the industrial activities of the Dominions there will be greater demand for better inspection of the factories. We, therefore, consider that the inspection staff consisting of one Chief Inspector and 3 Inspectors should be retained. Further in view of the recommendations of the Miscellaneous Sub-Committee, the work of inspection of Electrical Installations will be allotted to the Factories and Boilers Inspectorate. We are, therefore, convinced that this Inspectorate should be allowed to function as before and as such would propose no reduction in this staff.

The scale of pay of the Chief Inspector and the Inspectors should be reduced to the scale laid down by the Pay and Allowances Sub-Committee.

9. *Industrial Laboratory.*

This laboratory, we understand, is doing useful work and the rapid expansion in the industrial activities of the Dominions will necessitate its retention. We would not, therefore, propose any reduction in this staff and establishment.

10. *Reorganization.*

Before we close, we would like to make a few observations relating to this Department. It is gratifying to note that Hyderabad is not lagging behind other Provinces and States in Industrial progress. Due to the International situation and various other factors, vast avenues of industrial advancement have been opened. During the post-war reconstruction period more and more Industries will spring up, with a view to make the Dominions self-sufficient as far as possible for its necessary requirements. All these developments will make a very heavy demand upon the Industries Department. We would, therefore, urge upon Government the desirability of

taking adequate measures to reorganise and improve the Department so as to enable it to cope with the task it will be called upon to perform. The Department should be made thoroughly efficient, so as to enable it to play its proper role in the post-war reconstruction period.

The following table will show the number of the peons to be allowed and the number to be retrenched:—

Name of the post		No. to be allowed	No. to be retrenched
1.	Director C. and I. ..	.. 1 Jamadar 2 Peons.	
2.	Asstt. Director ..	.. 1 Peon.	
3.	Industrial Engineer ..	.. 1 Peon.	1 Daffadar. 4 Peons.
4.	Textile Expert ..	.. 1 Peon.	
5.	For the total strength of 23 clerks	3 Peons.	
6.	For the Mausoola and Majariah works .. ..	.. 4 Peons.	
Total		.. 1 Jamadar and 12 Peons.	1 Daffadar and 4 Peons.

[Statement.]

The financial effect of our proposals is as given below:—

Sl No	Name of the post to be retrenched	Grade	Annual average cost	Pensionary charges	Total Savings
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1	Conversion of one post of P.A. to the Director to that of Asst. Director in the grade of Rs. 200-25/3-400	200-25/3-400	2,227	318	2,545
2	Retrenchment of one post of Superintendent Demonstration parties	250-15/1-400	4,100	588	4,688
3	Retrenchment of one post of Dyeing Expert	300-50/2-600	5,720	817	6,537
4	Retrenchment of one post of Paper Expert	300-50/2-600	5,720	817	6,537
5	Retrenchment of one post of officer, Cottage Industries Institute.	300-20/1-400	4,400	629	5,029
6	Retrenchment of the whole staff in the office consisting of 30 teachers and 111 menials of the Cottage Industries Institute	1 (100-10/1-150)	1,600	229	1,829
		1 (100-5/1-125)	1,400	200	1,600
	Do do do ..	1 (100)	1,200	171	1,371
	Do do do ..	2 (80)	1,920	274	2,194
	Do do do ..	4 (75-5/1-100)	4,400	629	5,029
	Do do do ..	4 (60-3/1-75)	3,860	480	3,840
	Do do do ..	1 (60)	720	103	823
	Do do do ..	4 (50)	2,400	343	2,743
	Do do do ..	4 (40-2/1-50)	2,240	320	2,560
	Do do do ..	1 (30-4/1-50)	520	74	594
	Do do do ..	2 (30-2/1-40)	880	126	1,006
	Do do do ..	1 (50-2/1-60)	672	96	768
	Do do do ..	1 (35)	420	60	480
	do do do ..	2 (40)	960	187	1,097
	do do do ..	1 (25)	300	43	343
	<i>Peons.</i>				
	Retrenchment of the post of menials	2 (15)	360	51	411
	Do do do ..	1 (10)	120	17	137
	Do do do ..	7 (12)	1,008	144	1,152
	Do do do ..	1 (20)	240	34	274
8	Retrenchment of one post of Daffadar and 4 posts of peons		648	108	756
	Total ..	..	47,535	6,803	54,388
9	Savings in contingencies due to the abolition of the office of the Cottage Industries Institute	..	.	..	66,420
	Total ..	..	47,535	6,803	1,20,758
	Net Savings ..	.	..	..	1,20,758

(Sd.) LIAKAT JUNG.

„ ALI YAVAR JUNG.

„ P. V. REDDY.

„ DALIP SINGH.

„ AZHAR HASAN.

„ MIR LAIK ALI.

„ B. S. VENKAT RAO.

„ GOPAL RAO BORGAONKAR.

„ MAQSOOD AHMAD KHAN.

„ M. AKBER ALI KHAN.

„ MIR NAWAZ JUNG.

(Subject to note appended)

* Appendix G.

(Sd.) SYED TAKI UDDIN,

Secretary.

PART III

PART III.

SUMMARY OF RECOMMENDATIONS.

CHAPTER I.

SCOPE OF INQUIRY.

The terms of Reference of the Committee were so amplified as to include the issues relating to general revision in the scale of salaries and allowances of Gazetted Officers, revision of leave and pension Rules, retrenchment of particular posts and establishments, Reorganisation of Secretariats, curtailment of Holidays, and Reforms in the method of work in Government offices, etc.

Method of work.

The Committee assembled on the 5th Dai 1352 F. and after framing general and particular questionnaires, constituted nine Sub-Committees with a view to expedite the work of the Committee. The Retrenchment Committee examined nine witnesses and the Sub-Committees examined 35 witnesses. Sixty-five written opinions were also received from Heads of Departments, senior officials, representatives of Public organizations and prominent retired officials. Retrenchment Committee met on 23 occasions and the Sub-Committees held 93 meetings.

Obituary.

The Committee suffered an irreparable loss in the death of one of its prominent members Maulvi Bahadur Khan in Amardad 1353 F. The death of Maulvi Fazal Hussain, who was nominated in his place occasioned a great loss to the Committee.

Resignations.

Nawab Zain Yar Jung Bahadur resigned from the Committee in Mehri 1353 F. due to his elevation as Member of the Council. Mr. Sri Kishen resigned from

the Finance Advisory Committee and therefore *ipso facto* ceased to be member of the Retrenchment Committee from Azur 1354 F.

Acknowledgment.

The Committee expresses its gratitude to all the officials and non-officials who sent memoranda or appeared before it, particularly to Nawab Rustom Jung Bahadur and the Finance Department.

Delay in the Submission of Report.

The engagements of some of the members of this Committee in the deliberations of other Committees held up the work of Retrenchment Committee and hence the delay in the submission of the Report.

CHAPTER II.

The problem.

Mere revision of scales of salaries and allowances and abolition of certain posts would not solve the problem unless efficiency was infused in the services and the transactions of Government Departments. In the Secretariats and Departments, unco-ordinated and unplanned work was responsible for the present unsatisfactory state of affairs. The problem is essentially that of wiping out the waste, thoroughly improving the machinery and its personnel and utilising fully the mechanism.

CHAPTER III.

Revision of scales of Salaries and Allowances.

The Committee, while keeping intact existing scales of salaries, where such were needed, has proposed a general reduction in the scales of pay of all classes of gazetted services.

Two efficiency bars have been proposed to regulate increments of officers, first after 6 years of service and the second after 10 years, to be based on annual Reports recorded in character Rolls.

The Committee is in agreement with the suggestions made by Nawab Moin Nawaz Jung Bahadur relating to grant of allowances and the Draft Allowances Manual.

No Motor cars or car allowances, rent-free quarters or House Rent allowances should be allowed to Government officers.

For purposes of T. A. all the officers should be classed into First and Second class; all officers drawing Rs. 700 or more to be included in the first category while officers drawing Rs. 200 or more to be classed as second class officers and this classification should be observed strictly.

CHAPTER IV.

Revision of leave and pension rules.

Leave should be granted at the discretion of Government.

In cases of dishonesty and inefficiency reduction should be made in the amount of pension, while it should be stopped in very bad cases.

Government should refuse to sanction proposals for extensions, after completion of the age of 55.

CHAPTER V.

Organisation of Services.

The services should be classified into two groups, *viz.*, Administrative and Technical. The Administrative services should consist of (1) Hyderabad Executive Service, (2) Hyderabad Judicial Service, (3) Hyderabad Finance Service, Police and General services. Technical services will be divided into (1) Hyderabad Accounts and Audit service, (2) Hyderabad Engineering service, (3) Medical and Public Health, (4) Agriculture, (5) Veterinary, (6) Forest, (7) Education, and (8) General Technical service. All these services will further be classified into class I, II and III, with efficiency bars.

Rules should be framed for recruitment and training of entrants in service.

CHAPTER VI.

Decentralisation.

Adequate steps should be taken for decentralisation of powers, with a view to avoid unnecessary correspondence and references.

CHAPTER VII.

Reorganisation of Secretariats.

Reorganisation of Secretariats is to be effected on more rational and scientific lines, on the principle that no Head of Department should be allowed to act as Secretary to that department.

There was considerable divergence of opinion on the question of the creation of the post of Chief Secretary for co-ordinating the work of Secretariats. The majority and minority viewpoints on the question of the appointment of Chief Secretary together with the re-grouping of subjects in the Secretariats have been submitted for consideration of Government.

CHAPTER VIII.

Reforms in the method of work in Government Offices.

Compilation and codification of office manuals, rules and regulations, Secretariat Instructions and Rules of Business have been recommended for effecting improvement in the system of working in the Secretariats. Detailed proposals have been made for training of clerical Establishment, by introduction of senior and junior courses of training.

CHAPTER IX.

Holidays and Hours of Work.

Out of the existing total number of 71 holidays, 40 have been proposed for reduction, which will bring down Hyderabad Holidays to 31, practically to the level of British Indian provinces.

Usual office hours should be 10 to 5 with a recess of 45 minutes for lunch and prayers.

CHAPTER X.

Housing Accommodation for Public Offices and officers.

The Committee has recommended that a detailed programme for the construction of buildings for public

offices, courts, hospitals, dispensaries and educational institutions for Balda and districts should be prepared and care should be taken for the location of all the buildings at some central place, with a view to avoid waste and inconvenience.

Two reserves should be built up and set apart, one for construction of public offices, etc., and the other for officers and staff quarters in the districts and tahsils, to be taken in hand as soon as possible

CHAPTER XI.

Miscellaneous.

Scales of Stationery, Furniture, Peons and Establishment of Central Stores.

It has been recommended that scales of stationery and furniture for the use of officers and establishment should be fixed, keeping in view their normal requirements.

Scales of peons to be allowed to the various classes of officers have been proposed and laid down, which will result in considerable saving.

The decision of Government for the establishment of Central Stores has been welcomed by the Committee.

CHAPTER XII.

Acknowledgment of Staff's Work.

The Committee has expressed its appreciation of the valuable assistance received from the officers and the staff of the Committee's office in course of the work of the Committee.

PAY AND ALLOWANCES.

The Committee has recommended that the existing rights of Government servants should be fully safeguarded, while the accruing rights of the existing Government servants should be safeguarded to the extent of one stage only.

For purposes of determining scales of pay, Departments have been classified into (1) Administrative, and (2) Technical.

The Higher gazetted appointments should be pooled together and constituted into 'H' service, and these services should be divided into Class I, Class II and Class III.

All the Secretariat appointments should be on a tenure basis for four years extendable in exceptional cases by another year. Posts of Deputy Directors, Assistant Directors, etc., should also be treated as tenure appointments.

The Committee is opposed to the grant of motor car or motor car allowance to any Government servant.

Private practice allowance should not ordinarily be given but officers like the Resident Medical Officers who have to devote their whole time to their duty may be given this allowance.

The pay of Secretaries to Government in all Departments should be fixed at Rs. 1,600 without any allowance, that of Additional Secretaries Rs. 1,450 of Joint Secretaries Rs. 1,300 and so on.

No local allowance should be paid to the superior or inferior staff of the Council Office in future.

It has been proposed to classify the Directorates into class I and class II, the scale of pay of class I to be Rs. 1,200-50/1-1,500, while that of class II to be Rs. 800-50/2-1,150.

The scale of pay of the H. C. S. Officers, irrespective of their posts and departments, should be fixed at

Rs. 300-50/2-600 (Junior scale), and Rs. 650-50/2-1,000 (Senior scale).

REVENUE DEPARTMENT.

The Judicial Committee and the Atiyat Appeal Committee may be amalgamated.

The pay of Subedars should be fixed at Rs. 1,500 and they should get rent-free unfurnished bungalows.

The pay of Taluqdars should be Rs. 800-50/2-1,150.

The scale of pay of 2nd Taluqdars should be Rs. 300-25/2-500, while the present scale of Tahsildars Rs. 200-25/3-400 should not be disturbed.

EXCISE AND CUSTOMS.

Commissioner, Customs, will be First Class Nazim. The posts of Assistant Superintendents, Customs and Excise should be retrenched.

FOREST DEPARTMENT.

Inspector-General of Forests should have the status of a First Class Nazim and his scale of pay should be Rs. 1,200-1,500.

SETTLEMENT AND RECORD OF RIGHTS.

Settlement, Land Records and Record of Rights should be amalgamated and the Director of the amalgamated departments should have the status of Nazim, Class I.

AGRICULTURAL DEPARTMENT.

The two posts of Directors, Research and Propaganda, should be amalgamated and after merger the Directorate will be given the status of Class I.

After amalgamation there should be two posts of Deputy Directors in the grade of Rs. 600-50/2-900.

-CO-OPERATIVE DEPARTMENT.

The scale of pay of Registrar should be Rs. 800-50/2-1,150 and that of Assistant Registrar Rs. 300-500.

VETERINARY DEPARTMENT.

The grade of Director, Veterinary Department, should be Rs. 800-50/2-1,150.

STATISTICS.

The Statistics Department should be reorganised and then transferred to Commerce and Industries Secretariat.

FINANCE DEPARTMENT.

Under the reorganisation scheme, separate services for Finance and Audit and Accounts Departments will be constituted.

MINT

The grade of the proposed whole-time Mint Master should be that of Superintending Engineer, Rs. 1,000 to 1,250.

JUDICIAL DEPARTMENT.

The existing scales of pay of Chief Justice and Judges of High Court need not be disturbed. The pay of Munsiff Class I should be Rs. 300-25/2-500, while that of class II Rs. 200-25/3-400.

JAIL DEPARTMENT.

The pay of Jails Superintendent should be Rs. 300-25/2-500.

REGISTRATION.

Inspector-General of Registration should have the status of Second Class Nazim.

ECCLESIASTICAL.

Besides the Nazim, there should be one Deputy Nazim (500-25/2-750).

COMMERCE & INDUSTRIES DEPARTMENT.

Assistant Directors should be in the grade of Rs. 300-25/2-500, while Registrar's pay should be in the scale of Rs. 200-25/3-400.

CHIEF INSPECTOR OF FACTORIES AND BOILERS.

The pay of Chief Inspector of Factories and Boilers should be Rs. 500-50/2-850.

GOVERNMENT CENTRAL PRESS.

Director, Government Central Press should be given scale of pay, suggested for Executive Engineers.

POSTAL DEPARTMENT.

The pay of Postmaster-General should be Rs. 800-50/2-1,150.

MINES.

Director, Mines, should be given the scale of Rs. 800-50/2-1,150.

INFORMATION BUREAU.

The scale of pay proposed for Director, Information Bureau, is Rs. 800-50/2-1,150 and for Assistant Director Rs. 300-25/2-500.

BROADCASTING.

The scale of pay proposed for Controller is Rs. 800-50/2-1,150.

EDUCATION.

The pay of Vice-Chancellor, Osmania University, should be Rs. 2,000.

The scale of pay of Principal, Nizam College, should be Rs. 1,200-1,500.

The D.P.I. should be classed as Director Class I and his pay should be Rs. 1,500.

The scale of pay of Lady Teachers in Mahbubia Girls School should be the same as fixed for other teachers in institutions for female education. In case of further vacancies Mulki ladies should be appointed.

ASAFIA LIBRARY.

The scale of pay for Superintendent, Asafia Library may be fixed at Rs. 200-25/3-400.

ARCHAEOLOGY.

The scale of pay of Director, Archæology, should be the same as Director Class II.

DAFTAR-E-DIWANI.

The existing gazetted staff of Daftar-e-Diwani is excessive. The scale of pay of Nazim should be Rs. 800-50/2-1,150.

PUBLIC WORKS DEPARTMENT.

The salary of the Chief Engineer should be Rs. 1,600.

ELECTRICITY.

The Director Electricity Department after amalgamation, should be classed as Director Class I and receive pay in the scale of Rs. 1,200-1,500.

MEDICAL DEPARTMENT.

Director, Medical and Public Health Department, should be classed as Director Class I and should get a salary of Rs. 1,500 without any allowance.

1.—A. LAND REVENUE

(District Administration and Revenue Secretariat).

There is considerable room for improvement in the Revenue Department, which is in need of thorough overhauling and reorganisation. The present defects and anomalies in the Department are due to the following factors:—

1. Want of office Manuals and Instructions.
2. Lack of any system of training.
3. Want of standardised forms.

The salary of Secretary to Government, Revenue Department and Director-General, is highly excessive and works out to about O.S. Rs. 5,000 including allowances and pension contribution, etc. In future, the salary of this officer should in no case exceed Rs. 2,000 including all allowances.

In case Government decided to set up a Board of Revenue, the post of Additional Revenue Secretary may be done away with.

The post of Deputy Secretary, Local Fund, may be retrenched on the creation of a separate Secretariat for Local Self-Government.

The number of Assistant Secretaries which is at present six, may be reduced to two or three, on the lines of British Indian Secretariats.

If a Board of Revenue was created, the post of Nazim, Atiyat, should be merged in this Board.

The post of Assistant Nazim, Atiyat, may be retrenched forthwith.

The posts of one senior Government Pleader and two junior pleaders sanctioned for Revenue Secretariat should be abolished forthwith and selection of lawyers for Government work in the High Court and districts adopted on the lines prevailing in British India.

The post of Assistant Secretary in charge of cantonment work may be retrenched forthwith and the duties attached to this post entrusted to the Assistant Taluqdar, Baghat.

Codification of office manuals and compilation of rules and instructions for Secretariats should be taken in hand on a large scale.

The posts of Subedars may be retained.

The post of Personal Assistant to Taluqdar Nizamabad may be retrenched forthwith.

An expert committee may be set up to examine the position with regard to delimitation of Taluqs and districts.

Total savings as a result of the recommendations, under this Head will amount to Rs. 36,651.

LAND RECORDS AND SETTLEMENT.

The post of one Assistant Director in charge of the Stores Department may be retrenched and the duties attached to this post allotted to the non-gazetted establishment.

The retention of a separate Press for the Land Records Department was not justifiable and adequate measures may be taken by Government to centralise the Press and to make it as thorough and efficient as possible.

The conditions attached to the grant of permanent allowance of Rs. 120 for Assistant Directors should be observed and checked fully.

Total savings recommended under this Head amount to Rs. 6,773.

COURT OF WARDS.

The entire expenditure on the Court of Wards is met from the "Two Annas Management Fund" levied on the estates and no part of expenditure is charged to the Public Exchequer. Out of the total receipts, 62 per cent. was set apart for permanent staff and 38 per cent. for the temporary staff. In view of the measures taken recently, there is no room for any retrenchment in this Department.

2. FORESTS.

Effective measures may be taken to make the staff efficient, as the present staff possess poor technical knowledge and experience.

The scale of the future Inspector-General of Forests should be reduced to bring it in conformity with the scale proposed for Directors, Class I.

The present scale of salary of the Conservators of Forests should be converted into the scale of Rs. 800-50./2-1,150.

There should be an uniform time scale for Assistant Conservators, while the re-grouping of districts may result in reduction of two posts of Assistant Conservators. Similarly two posts of probationers may be retrenched.

No Rest Houses should be constructed by the Forest Department in areas, where Local Fund or P.W.D. Bungalows are already existing.

Forest wealth of the Dominions should be utilised and developed on commercial lines.

Total net savings recommended for this Department amount to Rs. 81,132.

3. CUSTOMS.

There is ample justification for the immediate abolition of one post of Deputy Commissioner without loss of efficiency in the Customs Department.

The Secunderabad and Hyderabad Mahsoolkhanas should be placed under the direct charge of the Commissioner.

The Deputy Commissioners should be posted to Divisional Headquarters and the tendency of concentrating and locating all inspecting officers at the Headquarters should be discouraged. The seven posts of Assistant Superintendents may be abolished immediately. There is no justification for the retention of the post of Chief Appraiser.

One post of Amin should be abolished, while two selection grade posts of Superintendents may be converted into ordinary grade posts.

Total net savings recommended for this Department amount to Rs. 52,845.

4. (a & b) EXCISE (*including Opium and Ganja*).

Two posts of Deputy Commissioners should be abolished immediately.

Transfer of Divisional officers to the Divisional Headquarters will ultimately result in economy in expenditure.

One post of Superintendent (Flying Squad) and one post of Superintendent (Distillery) may be abolished.

15 posts of Assistant Superintendents may be retrenched.

Two selection grade posts of Superintendents should be converted into ordinary grade posts.

Total net savings under this Head, as a result of the recommendations will amount to Rs. 1,20,769.

5. (a & b) REGISTRATION AND STAMPS.

The Registration Department should be reorganised, the territorial jurisdiction of the Registration offices defined more clearly and the Dominions should be divided into two Divisions, each under one Inspector, with Headquarters at Warangal and Aurangabad. The Department should be placed under the Judicial Secretariat with the Hon'ble the Judicial Member, in charge of this portfolio.

Out of the four Registration offices in Hyderabad, one should be abolished and the remaining three retained.

Registrars should only be appointed at places where the Registry office yields an income of Rs. 4,000 or more, and the work of centres yielding less should be allotted to Munsiffs. This arrangement will lead to the abolition of 27 Sub-Registry offices.

Total savings recommended under this Head amount to Rs. 30,466.

6. MINES AND GEOLOGICAL SURVEY.

No retrenchment under this Head is recommended due to the rapid expansion of the activities of this Depart-

ment and the reorganisation already effected. The position may be examined by Government after 10 years.

9. MINT.

The Committee welcomes the decision to employ a whole-time Mint Master. The proposal to transfer the Security Printing Press to the Mint has also been endorsed.

12. POST OFFICE.

There is no justification for the maintenance of a separate Press for the Postal Department, which should be abolished.

The post of Superintendent, stores and one post of clerk should be retrenched forthwith.

Net savings recommended, under this head amount to Rs. 10,375.

14. GENERAL ADMINISTRATION.

4 and 5 (a) *Finance and Audit.*

As a result of reorganisation, a new scheme has been sanctioned by Government constituting separate services for the Finance and the Audit and Accounts Departments. Under this scheme, the scales of pay of the officers of the Audit and Accounts Department have been decreased and the designation of Accountant-General changed to that of Controller-General of Accounts and Audit.

The status of the Controller-General may be raised still higher to that of Auditor-General of India.

The post of Chief Accountant and Auditor, Railway Audit, should be abolished and replaced by a Deputy-Controller-General, Railway Accounts and Audit, under the supervision of Controller-General of Accounts and Audit.

6. (b) *DIWANI AND MAL.*

One post of Assistant Director in the grade of 300-35/1-1,000 may be retrenched on vacancy. One post of Assistant Director in the grade of Rs. 500-1,000 will be converted into the post of Deputy Director in the grade of Rs. 500-750. One post of Assistant Deputy Director

in the grade of Rs. 200-400 and that of one probationer in the grade of Rs. 150 may be retrenched.

The entire department should be reorganised, on modern and scientific lines and a number of scholars appointed to cope with the work of classification and cataloguing of documents. New posts of Readers, Cataloguers and Checkers should be created.

Total savings recommended under this Head amount to Rs. 17,892.

6. (c) STATISTICS.

One post of 2nd Assistant Director in the grade of Rs. 200-25/3-400 and one first grade post of clerk may be retrenched.

This Department should be reorganised and made thoroughly efficient and serviceable. One of the methods suggested for improving efficiency is to increase the non-gazetted establishment by recruiting a number of young and intelligent graduates and giving them a thorough training.

Total savings, as a result of recommendations under this head amount to Rs. 7,087.

15. POLITICAL.

Information Bureau.

The post of Assistant Director, Administration, may be amalgamated with that of Assistant Press Commissioner.

Posts of Telugu and Canarese Readers may be retrenched and their duties allotted to Telugu and Canarese Translators.

In case the rates of Government Central Press were high, the printing of "Hyderabad Information" should be entrusted to private concerns after inviting tenders.

The question of securing all Government advertisements for "Hyderabad Information" should be investigated by Government.

The scale of pay of the non-gazetted staff of Information Bureau should be the same as laid down for Direc-

torates generally.

Total savings recommended under this Head amount Rs. 20,870.

20. COURTS.

A scheme of reorganisation of the Judicial service is under consideration of Government. The scheme envisages the Constitution of a separate Hyderabad Judicial service, divided into Class I, Class II and Class III, with prospects of long range promotions and efficiency bars at certain stages.

The present system of engaging departmental pleaders for cases is objectionable and should be overhauled. Selection of Advocate-General and Government Pleader for High Court, while Government Pleaders and Public Prosecutors, together with a panel of additional lawyers, for the districts on the lines prevailing in British India may be tried here also and the system of appointing departmental lawyers done away with.

The question of providing its own buildings for criminal and civil courts may be considered by Government.

The reorganisation scheme of the Judicial Department is likely to result in net annual saving of Rs. 41,707.

23. EDUCATION.

Scales of salaries of the gazetted staff should be revised and brought in line with other attractive services like Revenue and Finance, while steps should be taken to improve the prospects of the non-gazetted staff.

Several administrative islands, such as Mahbubia Girls School, Jagirdar College and Nizam College should be placed under the control of D.P.I.

Osmania Technical College together with Osmania Engineering College should be developed on proper lines.

One post of Assistant Secretary, Board of Secondary Education, is to be retrenched, while the scale of pay of Secretary, Board of Secondary Education, should be reduced to Rs. 500-30/1-800.

The post of Personal Assistant to D. P. I. is to be retrenched.

The post of Principal, College of Physical Education, should be retrenched and the College placed in charge of Commissioner, Boy Scouts.

The scale of pay of Mabubia Girls' High School should be revised and duly qualified ladies of Indian domicile appointed in future.

Government should provide its own buildings for Educational Institutions.

The University Press should be reorganised.

Translators in the Translation Bureau may be appointed on short terms.

Total savings recommended under this head amount to Rs. 39,583.

24. MEDICINE.

The Committee has recommended that separate Directorates for Medical and Public Health Department and Unani and Ayurvedic Medical Department should be amalgamated into one Directorate. The Osmania Medical College and the Nizamiah Tibbi College should also be amalgamated.

The posts of one Deputy Director and Lady Deputy Director should be retrenched. The post of Resident Medical Officer, Osmania General Hospital, should be retrenched as there is now a whole-time Superintendent of the Hospital. Posts of Anæsthetist and Radiologist now in the grade of Civil Surgeon, Rs. 450-1,000, should be retrenched and replaced by officers of lower grade. The post of Pathologist should be retrenched immediately as there is already a Professor of Pathology in the Osmania Medical College who should be appointed *ex-officio* Pathologist to the Hospital. The seven posts of Assistant Matrons should be converted into the posts of Nursing Sisters.

The Police Hospital should be changed into a General Hospital for the particular area and placed in charge of an Assistant Surgeon and the post of Civil Surgeon should be retrenched.

The present arrangement of having a Civil Surgeon in charge of District Hospitals should not be disturbed.

Purchase of all medicines should be centralised and arrangement for the manufacture of common medicines should be made in the Stores Department.

There should be a central Public Health Laboratory.

The post of Inspector for Medical inspection of schools should be retrenched.

The post of Civil Surgeon for Nutrition scheme work should be retrenched and the work placed in charge of a Sub-Assistant Surgeon.

The organisation of Plague campaign should be placed in charge of Assistant Surgeon and the post of Civil Surgeon reduced.

The post of Assistant Nazim (Unani Medical Department) should be retrenched.

Total savings recommended for this Department amount to Rs. 1,56,183.

25. ECCLESIASTICAL

The office of Sadaratul-Aliya should be amalgamated with the Directorate.

The establishment of Sadrus-Sudur should be retrenched on vacancy.

The post of temporary Special Officer should be retrenched on completion of its work.

The grade of the establishment of this Directorate should be brought on par with other Directorates.

Total savings recommended under this Head amount to Rs. 35,480.

26. AGRICULTURE.

The two Directorates for Research and propaganda should be amalgamated forthwith and the amalgamated Directorate raised to the status of Class I.

The post of Personal Assistant to the Director of Agricultural Research should be retrenched forthwith.

The post of Registrar should be converted into that of Assistant Director in the grade of Rs. 200-400.

Total savings recommended under this Head amount to Rs. 24,782.

FISHERY.

Since the Fishery Department is still in an initial stage and has to be developed, no retrenchment has been proposed for this department.

Adequate measures may be taken to organise and develop this Department and the whole position should be examined by Government after 5 or 7 years.

27. VETERINARY.

There is no justification for the retention of the post of Registrar for this Department which should be retrenched forthwith.

The whole establishment of the Stud Department should be retrenched forthwith.

The Cattle Breeding Farm should not only be retained but thoroughly developed.

This Department should be thoroughly reorganised.

Total savings recommended under this Head amount to Rs. 1,25,992.

28. CO-OPERATIVE.

The two selection grade posts of Assistant Registrars should be converted into the grade of Rs. 300-50/2-600.

The post of Personal Assistant to Registrar should be retrenched forthwith.

The pay and prospects of the Inspectors should be reviewed by Government and steps taken to improve them.

Total savings recommended under this Head amount to Rs. 8,085.

(a) ARCHÆOLOGICAL.

The present scale of salary (Rs. 200-10/1-300) and the gazetted rank of the Curator should be retained.

The Department may be reorganised and the services should be classified.

29. (b) BROADCASTING.

The post of Broadcasting Engineer is not justifiable and it should be retrenched forthwith.

The Committee is convinced that there is no justification for the retention of the post of Assistant Controller which should be abolished.

The whole of Licensing staff, consisting of one Chief Inspector and two Inspectors should be retrenched and dispensed with.

Similarly one post of Assistant Engineer, one post of Technical Assistant and one post of paid Probationer attached to the Aurangabad Broadcasting Station have been recommended for retrenchment.

Total savings recommended under this Head amount to Rs. 49,185.

(c) ELECTRICAL INSPECTOR.

The post of Electrical Inspector should be retrenched, together with two posts of Supervisors and one post of Head Clerk.

31 & 32. BUILDINGS, COMMUNICATIONS
AND IRRIGATION.

The Irrigation branch should be bifurcated from the P.W.D. and placed under a separate Chief Engineer.

The Chief Engineer should no longer be saddled with the responsibility of exercising the functions of Secretary to Government.

One post of Registrar should be retrenched forthwith.

The post of Assistant Architect in the Chief Engineer's office should be abolished.

The four posts of Assistant Engineers provided for the Superintending Engineer's office may be retrenched.

Steps should be taken for the establishment of Central Stores of Government and Central workshop for the control of Tools and plant maintained by P.W.D.

Hyderabad Electricity and the District Electricity Departments should be amalgamated and placed under one direction.

The City Improvement Board should be reorganised on the lines of Improvement Trust in British India.

The Well Sinking Department should be amalgamated with the Irrigation Department.

The present system of audit in vogue in P.W.D. is not satisfactory and a change from post-audit to pre-audit of accounts may be introduced.

Total savings recommended under this Head amount to Rs. 52,864.

34. ELECTRICITY.

There is little room for effecting further economies in the Electricity Department in view of recent reorganisation of the Department.

The posts of P. A. to Director and Registrar should be retrenched.

The position with regard to the working expense of Hyderabad Electricity Department should be examined by Government.

The District Electricity should be amalgamated with the Hyderabad Electricity Department.

36. PRINTING.

The departmental presses should be amalgamated with the Government Central Press which will improve efficiency and result in saving.

A decision has to be taken by Government whether the Government Central Press is to be run on commercial lines or turned into a service Department.

The whole position regarding the Central Press should be examined by Government.

STATIONERY.

Far reaching measures of reforms and economy in the use of stationery have been introduced.

Mulki Industries receive utmost encouragement.

Complaints regarding higher rates of articles in the Depot should be examined by Government.

The Stationery Depot should be merged with the

Central Stores Department which is going to be established shortly by Government.

38. INDUSTRIAL.

The whole staff and establishment of the Cottage Industries Institute should be retrenched.

The post of Personal Assistant to Director should be converted into that of Assistant Director in the grade of Rs. 200-400.

The post of Industrial Engineer is to be retained.

The post of Textile Expert should be retained.

The posts of Dyeing Expert, Superintendent, Demonstration parties, and Paper Expert should be retrenched forthwith.

The post of Chief Inspector of Boilers and Factories should be retained.

No reduction has been recommended in the staff and establishment of the Industrial Laboratory.

The Commerce and Industries Department should be thoroughly reorganised.

Total savings recommended under this Head amount to Rs. 1,20,758.

APPENDIX A.

GENERAL QUESTIONNAIRE.

1. (a) There are two ways of approaching the question of economy in public expenditure :—

(i) through a percentage cut in salaries and allowances, on a graduated scale ; and

(ii) by cutting off what are really superfluous activities, which can be suspended for a term of years without much detriment and by reduction in the number of officers, staff, establishment and in other heads of expenditure without impairing the efficiency of the Government.

Which one of these two methods do you think is desirable, or, is it your opinion that both should be simultaneously applied.

(b) Indicate the directions in which economy is possible in the departments under your control if either or both the above methods are applied.

2. Apart from the cost of salaries and allowances of Government servants, what other avenues do you suggest for exploration, with a view to attain a maximum amount of economy in expenditure of the Government, without adversely affecting the interests and the efficiency of the departments.

3. If as a result of the investigations by the Retrenchment Committee, any large-scale retrenchment of staff is found necessary, what is the principle you suggest for carrying out the retrenchment ?

4. The ordinary rules of the H.C.S.R. provide for the payment of compensatory pension or gratuity to retrenched Government servants in cases of their premature retirement. These rules are, however, meant to meet a few isolated cases and are not sufficiently liberal to meet the situation that may arise out of any large-scale retrenchment. If as a result of the deliberations of the Retrenchment Committee, a considerable number of

persons are thrown out of employment, what scale of compensation do you propose to avoid hardship?

5. If you are in favour of a cut in the scale of salaries or allowances attached to different posts, should it apply to present incumbents, or should it be enforced only in respect of future entrants?

6. What reforms do you suggest in the stores-purchase policy of the Government with a view to attain the maximum amount of economy in the "Contingencies" and "Special charges" expenditure of the department without impairing the efficiency of their working?

7. Do you consider the existing rules relating to the grant of travelling allowance, leave and pension to Government servants as too liberal? If so, what economies do you suggest?

8. Do you think the number of Government holidays should be curtailed and the working hours extended? What holidays should be recommended for curtailment?

9. What is the existing organisation of your department, re : the various offices and departments under your control.

10. Please give the details of the various sections into which the work of each office has been divided and the number of officers and staff, with a short description of their respective duties, grades and salaries, employed in each unit.

11. Please give figures for the growth of expenditure and staff in the various offices under the control of your department during the last three years, against the following heads :—

(i) *Growth of expenditure.*

Pay of officers.

Pay of establishment.

Allowances.

Contingencies.

Special charges

T. A. and Tour charges.

Rent.

Rates and Taxes.

Number of Government buildings

Number of rented buildings.

(ii) *Growth in the number of staff.*

Officers.

Staff.

Menials.

(b) Please give past 3 years data about the quantity of work of each office with reference to :—

- (1) Number of inward letters.
- (2) Number of outward letters.
- (3) Number of files.
- (4) Number of bills audited.
- (5) Or the other units of work done.

12. What are your proposals for economy and savings in the expenditure of your department through :—

(a) a redistribution of work, amongst the Gazetted personnel,

(b) a decentralization of work of the Secretariat by delegation of powers to the departments.

(c) the abolition or curtailment of some of the forms and registers now in use, but which on closer investigation would appear to be duplicate or redundant,

(d) reforms in the method of noting and drafting, keeping of registers and records in offices,

(e) employment of mechanical devices such as calculating machines, etc.,

(f) standardisation of forms, etc.,

(g) preparation of office manuals for each branch, and issuing departmental reports, etc., in type or cyclostyle instead of printing them.

APPENDIX B.

List of the Sub-committees and their numbers.

Name of the Sub-Committee	Members	No. of sit-tings
1. Questionnaire Sub-Committee.	1. Mr. Abul Hassan Syed Ali 2. „ Rai C. Srikishen 3. „ Abdul Basith Khan 4. „ Nawab Liakat Jung Bdr.	.. 1
2. Pay and Allowances Sub-Committee.	1. Nawab Bahadur Yar Jung Bdr. (Mr. Mohd. Yamin Zubari) 2. Mr. Mir Akbar Ali Khan 3. Raja Pingle Venkat Rama Reddy 4. Mr. B. S. Venkat Rao 5. Nawab Zain Yar Jung Bahadur 6. Mirza Maksood Ahmed Khan 7. Nawab Ali Yavar Jung Bahadur 8. Mr. Azhar Hassan 9. Nawab Liakat Jung Bahadur.	17
3. Judicial, Education, Medical and Ecclesiastical Sub-Committee.	1. Nawab Bahadur Yar Jung Bdr. (Mr. Mohd. Yamin Zubari) 2. Pandit Gopal Rao Borgaonker 3. Mr. Rai C. Srikishen (Mr. Dulip Singh) 4. Mr. Mir Akbar Ali Khan 5. Mr. Abdul Basith Khan 6. Nawab Ali Yavar Jung Bahadur 7. Mr. Azhar Hassan	16
4. Revenue Department Sub-Committee.	1. Mr. Abul Hassan Syed Ali 2. Mr. Rai C. Sri Kishen (Mr. Dulip Singh) 3. Raja Pingle Venkat Rama Reddy 4. Mr. Mir Laik Ali 5. Nawab Liakat Jung Bahadur (Nawab Mir Nawaz Jung Bahadur.) 6. Nawab Ali Yavar Jung Bahadur	.. 20
5. P. W. Department Sub-Committee.	1. Raja Pannalal Pitti .. 2. Mr. Mir Akbar Ali Khan 3. Mr. Mir Laik Ali 4. Mr. B.S. Venkat Rao 5. Nawab Zain Yar Jung Bdr. 6. Mr. Mirza Maksood Ahmed Khan 7. Mr. Azhar Hassan 8. Nawab Liakat Jung Bahadur. (Nawab Mir Nawaz Jung Bahadur.)	.. 9

6. Finance Department Sub-Committee.	1. Mr. Abul Hassan Syed Ali. . . 2. „ Mir Akbar Ali Khan 3. Raja Pingle Venkat Rama Reddy 4. Mr. Mir Laik Ali 5. „ Abdul Basith Khan 6. Nawab Ali Yavar Jung Bahadur 7. Mr. Azhar Hassan 8. Nawab Liakat Jung Bahadur (Nawab Mir Nawaz Jung Bdr.)	4
7. C. and I. Sub- Committee.	1. Mr. Abul Hassan Syed Ali . . 2. „ Rai C. Srikishen (Mr. Dulip Singh) 3. Raja Pannalal Pitti 4. Raja Pingle Venkat Rama Reddy 5. Mr. Mir Laik Ali 6. Mr. C. B. Taraporevala (Nawab Liakat Jung Bdr.) 7. Nawab Ali Yavar Jung Bdr. 8. Mr. Azhar Hussain 9. Nawab Liakat Jung Bdr. (Nawab Mir Nawaz Jung Bdr.)	5
8. Miscellaneous Dept. Sub-Committee.	1. Mr. Abul Hassan Syed Ali . . 2. Mr. Rai C. Srikishen (Mr. Dulip Singh) 3. Mr. Mir Akbar Ali Khan 4. Raja Pannalal Pitti 5. Mr. C. B. Taraporevala (Nawab Liakat Jung Bdr.)	17
9. Reorganization of Sectt.	1. Nawab Liakat Jung Bdr. . . 2. „ Mahmood Yar Jung Bdr. 3. „ Ali Yavar Jung Bdr. 4. „ Moin Nawaz Jung Bdr. 5. „ Mir Nawaz Jung Bdr. 6. Mr. Abul Hassan Syed Ali 7. „ Mir Akbar Ali Khan 8. Raja P. V. Rama Reddy.	4

APPENDIX C.

List of Witnesses who tendered their Evidence before the R. C. and its Sub-Committees.

Srl. No.	Date of Examination	Name of witnesses who appeared before the R.C. and Sub-Committee as witnesses	Examining bodies	Representative capacity of witnesses
1	2	3	4	5
1	1-6-1352 F.	1. Dr. Hamidullah	..	On behalf of Majlis-e-Ulema -Dn. (General).
2	6-3-1343 F.	2. Moulvi Shaikhah Ahmed Shuttari	..	P.W.D.
3	29-6-1352 F.	Mr. Ali Raza, Chief Engineer P.W.D.	..	Education.
4	3-4-1943	Dr. Raziuddin ..	..	General
5	29-6-1352 F.	Prof. S. K. Iyengar	..	do
6	29-6-1352 & 9-7-1352 F.	Nawab Rustum Jung Bahadur	..	Judicial and General Departments.
7	19-7-1352 F.	Nawab Akbar Yar Jung Bahadur	..	Edun. do
8	16-8-1352 F.	Mr. S. M. Azam, D.P.I.	..	On behalf of Anjuman-e-Ittehad-e-Tarraqqi.
9	16-8-1352 F.	1. Raja Gurudas.	..	On behalf of the Majlis-e-Jagirdaran.
10	24-1-1353 F.	2. Dr. Lateef Sayeed	..	C. and I. Department.
11	15th & 17th Dai 1353 F.	1. Askari Jafferi,	..	Excise Department.
		2. Raja Trimbaklal	C. & I.'s Sub-Committee.	
		1. Mr. Habibur Rahman,	Rev. Sub-Committee	
		2. Mr. Ahmed Mohiuddin		
		Qazi Zainul Abuddin, Excise Commissioner.		

APPENDIX C.

List of Witnesses who tendered their Evidence before the R. C. and its Sub-Committees.

Srl. No.	Date of Examination	Name of witnesses who appeared before the R.C. and Sub-Committee as witnesses	Examining bodies	Representative capacity of witnesses
1	2	3	4	5
29	26-10-1353 F.	1. Rai Bahadur B. K. Badami, Vety. Adviser. 2. Aziz Hassan, Director, Veterinary Department. Mr. Raziuddin Ahmed, Registrar Co-operative.	Revenue Sub-Committee . do do . Rev. Sub-Committee .	Veterinary Department. do Co-operative Department.
30	27-10-1353 F.	Dr. Mohd. Rahimullah . Mr. S. Fazlullah . Mr. Mazhar Hussain, Dir. of Statistics . Rai Saheb Kalidas Sahune, Director of Agriculture.	Revenue Sub-Committee . do do . do do . do do .	Fishery Department. General. Statistics Department. Agriculture.
31	10-11-1353 F.	Mr. Mohd. Nasiruddin Khan .	Misc. do .	Diwani and Mal.
32	10-11-1353 F.	Nawab Ali Yavar Jung Bahadur .	do do .	do
33	13-11-1353 F.	Ghouse Mohiuddin, Dir., Land Records Department.	Rev. Sub-Committee. .	Land Records Department.
34	Do	Mr. Habeeb Mohamed, Dir., Court of Wards.	do do .	Revenue Department.
35	28-11-1353 F.			
36	28-11-1353 F.			
37	3- 1-1354 F.			
38	Do			

APPENDIX D.

Comparative statement showing the present and proposed scales of salaries

SECRETARIAT.

	Present	Proposed	Remarks
Secretaries to Govt.	Rs. 1,500 Pay 200 Allce. 100 M.A.	Rs.	
	1,800	1,600	
Additional Secretary	1,500	1,450	
Joint Secy. ..	1,500	1,300	
Secretary, Executive Council.	1,200 100 M.A. 200 Secy.'s Allce.	Grade pay plus 200 Spl. pay.	Substantive pay plus 200 spl. pay subject to maximum of Rs. 1,200 with unfurnished residential quarters. Appointment should be for a tenure of 3 yrs. extendable by another two yrs. at the discretion of H.E.P.
Dy. Secy. ..	900-50/1-1,200	Grade pay plus Rs. 150 spl. pay.	Incumbents of these posts will draw pay & spl. allce. subject to the maximum of Rs. 1,000.
Asstt. Secretaries ..	300-50/2-600	Grade pay plus Rs. 100 Spl. pay.	Incumbents of these posts will draw pay and Spl. Allce. subject to the maximum of Rs. 500.
Registrar (Ex. Council).	400-25/1-500	200-25/3-400	
Registrars (other Sectts.)	300-25/2-400	200-25/3-400	
	2. Railway	Secretariat.	
Chief Superintendent.	350-25-600	Registrar* 200-25/3-400	*In future this post should be designated as Registrar.

DIRECTORATES.

3. *Classification of Nizamaths.*

Nizamath Class I. 1,200-50/1-1,500
Class I.

1. Director of Public Instructions.
(Special grade 1,500 fixed).
2. Customs Commissioner.
3. Nazim, Atiyat (Special grade
1,500 fixed).
4. Commissioner Excise.
5. Inspector-General Forest.
6. Director Medical and Public
Health (Special grade 1,500 fixed)
7. Director, Agriculture (after
amalgamation).
8. Director, Commerce and Indus.
9. D.-G., Police and Jails.
10. Commissioner, City Police.
11. Director, Electricity.
12. Director, Settlement, Land
Records and Records of Rights
(after amalgamation).

Nizamath Class II. 800-50/2-1,150
Class II.

1. Director, Information Bureau.
2. I.-G., Registration and Stamps.
3. Director, Printing and Stationery
(Special grade 500-50/2-850).
4. Director, Statistics.
5. Controller, Broadcasting.
6. Nazim, Court of Wards.
7. Director, Mines and Geological
Survey.
8. Postmaster-General.
9. Director, Diwani and Mal.
10. Director, Veterinary.
11. Nazim, Ecclesiastical.
12. Registrar, Co-operative Societies.
13. Director, Archæological Dept.
14. Director, Observatory, (Spl. grade
of 850-25-600-50-1,000).
15. Census Commissioner.

	Present	Proposed	Remarks
	Rs.	Rs.	
1. Nazim Class I. ..	1,500	1,200-50/1-1,500	
2. Do II. ..	1,200	800-50/2-1,150	
3. Deputies to Direc- tor Class I.	900-50/1-1,200	600-50/2-900	
4. Deputies to Direc- tor Class II.	500-100/3-800	500-25/2-750	

4. *Proposed Scale of Pay for H. C. S.*

1. Junior scale Rs. 800-50/2-600
2. Senior scale Rs. 600-50/2-1,000

H.C.S. Officers appointed as Taluqdars or Heads of those Departments whose salary will be in the scale of Rs. 800-50/2-1,150, will receive the pay of the Senior scale of H.C.S. and special pay of Rs. 150 p.m.

5. *Revenue Department.*A. *ATIIYAT AND DISTRICT ADMINISTRATION.*

	Present	Proposed	Remarks
Member, Atiyat Committee ..	Rs. 2,000	Rs. 1,700-75/1-2000	
Subedars ..	1,500	1,500	
	Plus 150 H. R.	Plus 150 H. R.	
Nazim Atiyat ..	1,500	1,500	
	Plus 150 H.R.	Plus 150 H.R.	
Taluqdars ..	900-50/1-1,200	800-50/2-1,150	
2nd Taluqdars ..	300-50/2-600	300-25/2-500	
Tahsildars ..	200-25/3-400	200-25/3-400	

B. *EXCISE DEPARTMENT.*

Excise Commissioner ..	Rs. 1,500	Rs. 1,200-50/1-1,500	
Deputy Commissioner ..	900-50/1-1,200	600-50/2-900	
Asstt. Commr. ..	300-50/2-600	300-25/2-500	
Superintendents ..	300-50/2-600	300-25/2-500	
Selection grade ..	300-50/2-600-	..	There will be no selection grade posts of Supdts. in future in the Excise Department.
Superintendents ..	25/1-700		

C. *CUSTOMS DEPARTMENT.*

Commissioner, Customs Dept. ..	Rs. 1,500	Rs. 1,200-50/1-1,500	
Deputy Commissioner ..	900-50/1-1,200	600-50/2-900	
Asstt. Commr. ..	300-50/2-600	300-25/2-500	
Superintendent ..	300-50/2-600	300-25/2-500	
Chief Appraiser ..	300-50/2-600	300-25/2-500	
Selection grade ..	300-50/2-600-	..	There will be no selection grade posts of Supdts. in future in the Customs Department.
Superintendent ..	25/1-700		

D. *FOREST DEPARTMENT.*

Inspector-General, Forest Conservator ..	Rs. 1,500	Rs. 1,200-50/1-1,500	
	1,200	600-50/2-900	* The Revenue Sub-Committee has since revised the scale, viz. 800-50/2-1,150.
Asstt. Conservators ..	350-50/2-1,000 & 250-50/2-900	300-25/2-500-50/2-850	

6. *Accounts Department.*

	Present	Proposed	Remarks
	Rs.	Rs.	
1. Accountant-General	1,500	Reduced.	
2. Controller-General, Audit and Accounts.	1,700-75/1-2,000	1,700-75/1-2,000	
3. Deputy Accountant-Generals.	1,050-50/1-1,200	Reduced.	
4. Senior Dy. Controller General.	1,100-50/1-1,300	1,100-50/1-1,300	
5. Dy. Controller Generals.	900-50/1-1,100	900-50/1-1,100	
6. Asstt. Accountant-Generals.	800-35/1-1,000	Reduced.	
7. Asstt. Controller-Generals.	800-20/1-500-25/1-750	800-20/1-500-25/1-750	
8. Chief Supdts.	350-25-600	300-20-500	
9. District Treasury Officers.	250-20/2-350	200-25/3-400	

7. *Judicial Department.*

	Rs.	Rs.	
1. President, Judl. Committee.	2,500	2,500	
2. Members, Judl. Committee.	2,000	2,000	
3. Chief Justice	2,500	2,500	
4. Judges of High Court.	2,000	2,000	
5. Sessions Judges	1,000-100/6-1,100-100/2-1,400	1,000-40/1-1,200 and Two selection grade posts in the scale of 1,200-1,400	Judicial Secy. has proposed classification of Judl. service in Class I, II and III.
6. Addl. Sessions Judges.	900	800	Class I. 850-35/1-1,200 E.B. 50/1-1,350 E.B. 50/1-1,500.
7. District Judges	500-50/2-800	500-25/1-700	Class II.
8. Registrar, Judl. Committee.	500-25/1-700	500-25/1-700	300-50/2-500 E.B. 50/2-600 E.B.
9. Munsiffs Class I.	300-50/2-600	300-25/2-500	Class III.
10. Munsiffs Class II	250-25/3-400	200-25/3-400	200-25/3-300 E.B.
11. Registrar, High Court.	900	800	25/3-400.
12. Asstt. Registrar	300-50/2-600	500-25/1-700	
13. Chief Supdts., High Court.	300-25/2-400	200-25/3-400	

8. *Registration Department.*

	Present	Proposed	Remarks
	Rs.	Rs.	
Inspector-General, Registration.	900-50/1-1,200	800-50/2-1,150	
Asstt. Inspector General, Registration.	200-25/3-400	200-25/3-400	
Inspector, Registration.	200-25/3-400	200-25/3-400	

9. *Ecclesiastical Department.*

	Rs.	Rs.	
Nazim ..	900-50/1-1,200	800-50/2-1,150	If new post is created.
Naib Nazim ..	..	500-25/2-750
Asstt. Nazim ..	300-50/2-800	200-25/3-400	
Supdt. Auqaf ..	300-50/2-600	200-25/3-400	

10. *Public Works Department.*

Chief Engineer ..	1,800	1,600	Equivalent to Secys. to Government.
Superintending Engineer.	1,500	1,000-50/1-1,250	
Executive Engr. ..	600-100/3-1,200	500-50/2-850	
Asstt. Engr. ..	400-25/1-600	300-50/3-500	
Sub-Asstt. Engr. ..	325-25/2-500	200-15/2-350	

11. *City Improvement Board.*

Nazim ..	1,200-1,500	1,000-50/1-1,250	Same as Superintending Engineer.
Divisional Engrs. ..	400-25/1-700	300-50/3-500	
Sub-Engineers ..	325-25/2-500	200-15/2-350	

12. *Information Bureau.*

Director ..	900-50/1-1,200	800-50/2-1,150	
Asstt. Director ..	300-50/2-800	300-25/2-500	
Asstt. Director ..	250-25/2-400	200-25/3-400	

13. *Broadcasting Department.*

Controller ..	500-50-1,000	800-50/2-1,150	
Station Dir. Hyd.	500-30-800	500-50/2-850	
Broadcasting Engr.	900-50/1-1,200	500-50/2-850	
Asstt. Controller ..	250-25/2-400	200-25/3-400	
Station Director Aurangabad.	300-25/2-500	200-25/3-400	

	Present	Proposed	Remarks
	Rs.	Rs.	
6. Station Engineer, Hyderabad Station.	450-50/2-600	300-50/3-500	This rate of pay was particular to Mr. Mahalingam.
7. Station Engineer, Aurangabad.	300-20/1-600	300-50/3-500	
8. Asstt. Engineers ..	250-25/2-400	200-25/3-400	
9. News Editor ..	300	200-25/3-400	
14. <i>Commerce and Industries Department.</i>			
1. Director ..	1,200	1,200-1,500	
2. Asstt. Director ..	300-50/2-600	300-25/2-500	
3. Registrar ..	300-25-400	200-25/3-400	
4. Textile Expert ..	700-1,200	500-50/2-850	
5. Dyeing Expert ..	300-50/2-600	Reduced.	
6. Paper Expert ..	300-50/2-600	do	
7. Superintendent, Demonstration party.	250-15/1-400	do	
15. <i>Government Central Press.</i>			
1. Director ..	700-100/3-1,200	500-50/2-850	Same as Executive Engineer.
2. Asstt. Director ..	300-50/2-600	300-50/2-500	
3. Junior Asstt. Dir.	250-15/1-400	200-25/3-400	
4. Do ..	200-25/3-400	200-25/3-400	No change.
16. <i>Chief Inspector of Factories and Boilers.</i>			
1. Chief Inspector of Factories and Boilers.	700-100/3-1,200	500-50/2-850	Same as Executive Engineer.
2. Inspectors of Boilers.	300-20-500-25-600	300-50/3-500	
3. Inspector of Factories.	250-15-500	250-10/1-450	
17. <i>Mines and Geological Survey.</i>			
1. Director ..	1,200	800-50/2-1,150	
2. Asstt. Mining Engineer.	400-25-600	300-50/3-500	
3. Petrologist ..	600-25-800	500-50/2-850	Same as Executive Engineer.
4. Chemist ..	300-50/2-600	300-50/3-500	Same as Asstt. Engineer.
5. Geologist ..	600-25-800	500-50/2-850	
6. Do ..	300-50/2-800	300-50/3-500	

18. *Archæological Department.*

	Present	Proposed	Remarks
	Rs.	Rs.	
1. Director ..	800-50/1-1,200	800-50/2-1,150	Will now be classed as non-Gazetted post. Later the Sub-Committee concerned decide to maintain the same grade as at present of the Curator.
2. Asstt. Director ..	300-25/2-500	300-25/2-500	
3. Curator ..	200-10/1-300	150-10/1-300	

19. *Co-operative Department.*

1. Registrar ..	1,200	800-50/2-1,150	Will be designated Asstt. Registrar (Administrative).
2. Dy. Registrar ..	500-25/2-750	500-25/2-750	
3. Asstt. Registrar ..	650-50/2-800	300-50/2-500	
4. Junior Asstt. ..	300-50/2-600	200-25/3-400	
5. P.A. to Registrar ..	300-50/2-600	250-25/3-350	

20. *Veterinary Department.*

1. Director ..	1,000	800-50/2-1,150
2. Senior Asstt. Dir. ..	250-25/2-500	300-25/2-500
	1 (75) P.A.	
3. Registrar ..	300-25-400	Reducible.
4. Jr. Asstt. Director ..	200-25/3-400	200-25/3-400

21. *Agriculture.*

1. Nazim ..	900-50/1-1,200	1,200-50/1-1,500
2. Dy Directors ..	400-40-800	600-50/2-900
3. Economic Botanist, Agricultural Chemist, and Entomologist.	400-40-800	350-25/1-750
4. Asstt. Dir. and (Research Asstt.)	250-15-400	200-25/3-400
5. Marketing Officer ..	400-40-800	350-25/1-750
6. Marketing Survey	250-15-325	200-10-300

22. *Postal Department.*

1. Postmaster-General	1,200	800-50/2-1,150
2. Dy. P.M.G.	500-100/3-800	500-25/2-750
3. Asstt. P.M.G. ..	250-50/3-500	200-25/3-400
4. Supdt., post Offices	250-50/3-500	200-25/3-400

23. *Medical Department.*

	Present	Proposed	Remarks
	Rs.	Rs.	
1. Director ..	1,800	1,500	
2. Dy. Director ..	450-100/5-1,000	400-20/1-740 plus 150 Spl pay.	(Private practice allce.) The post will be tenure post for a period of 3 years.
3. Asstt. Director ..	300-50/2-600- 650-50/2-800	300-25/2-500	
4. Civil Surgeons ..	450-100/5-1,000	400-20/1-740	
5. Supdt. Osm. and Victoria Zenana Hospitals.	1,200	1,000	
6. Asstt. Civil Sur- geons.	200-50/5-400	200-25/3-400	Persons with High Eu- ropean qualifications will be given certain credit in service to start them on higher pay, viz., 300
7. Sub-Asstt. Surgeon	100-25/6-175	100-25/6-175	No change.
8. Resident Medical Officer.	450-1,000 plus 200 R.M.O. plus P.P.A. of Rs. 100 each	400-20/1-740 plus 100 P.P.A; 100 R.M.O. Allce.	
9. Matron ..	300-10/1-400	250-10/1-350	
10. Pathologist ..	450-100/5-1,000	450-20/1-740	

24. *Unani Department.*

	Rs.	Rs.	
1. Nazim ..	500-50-700	500-50-700	No change.
2. Asstt. Nazim. ..	200-25/2-400	200-25/3-400	do
3. Hakim Class I. ..	200-25/3-400	200-25/3-400	do
4. Do II. ..	150-25/2-200	150-25/2-200	do
5. Do III ..	80-5/2-125	80-5/2-125	do

25. *Nizamia Medical College.*

1. Principal ..	700	500-50/1-700 Rs. 100 Prin- cipal's Allow- ance.	If the post is held by a whole time officer his pay will be Rs. 500- 50/1-700. If the post of the Principal is held by the Unani Dept. in addition to his duties he will receive Rs. 100 p.m. as principal's allce.
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	Present	Proposed	Remarks
1. Professors ..	200-25/2-400	200-25/2-400	No Change.
2. Asstt. Surgeons ..	200-50/5-400	200-50/5-400	do
3. Supdt., Medical Stores.	150-25/2-200	150-25/2-200	do
4. Asstt. Supdt. ..	80-5/2-125	80-5/2-125	do

26. *Educational Department.*

1. Director ..	1,500	1,500	No change.
2. Asstt. Director ..	500-50/1-1,000	No change.	do
3. Do ..	500-30/1-800	do	do
4. Do ..	300-25/2-500	do	do
5. Do ..	250-15/1-400	do	do
6. Principals, Intermediate Colleges.	500-50/1-1,000	do	do
7. Principal, Darul Uloom ..	500-50/1-1,000	do	do
8. Principal, Darul Uloom ..	500-30/1-800	do	do
9. Divisional Inspectors of Schools.	500-50/1-1,000	do	do
10. Divisional Inspectors of Schools.	500-30/1-800	do	do
11. Divisional Inspectors of Schools.	300-20/1-500	do	do
12. Divisional Inspectors of Schools.	250-15/1-400	do	do
13. Head Masters of High Schools.	300-20-500	do	do
14. Head Masters of High Schools.	250-15-400	do	do
15. Principal, Nampally High School.	500-30/1-800	No change.	
16. Principal, College of Physical Education.	B.G. Rs. 1,600	.	To be amalgamated with Commissioner, Boy Scouts when he will be paid an addl. allce.
17. Lady Trainer G.G.	B.G. Rs. 300	300 (fixed)	

27. *Osmania Technical College.*

1. Principal, Technical College.	1,500	1,200-50/1-1,500
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28. *Osmania University.*

1. Pro-Vice-Chancellor	2,000	2,000	
2. * Registrar	500-50/1-1,000 plus Rs. 200 L.A.	500-50/1-1,000 plus Rs. 100 L.A.	* This will be a tenure post.

29. *Asafia Library.*

1. Superintendent ..	250-15/1-400	200-25/3-400
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30. *Nizam College.*

	Present	Proposed	Remarks
1. Principal ..	500-50-1,000	1,200-100/1-1500	
D.A. ..	500-50-750		
2. Vice-Principal ..	500-50/1-1,000 plus Rs. 100 Allce.	1,000-50/1-1200	

31. *Mahboobia Girls School.*

1. Principal ..	B.G. Rs. 500- 25/1-1,000 Allce. Rs. 100 150 B.G. Rs.	O.S. Rs. 500- 50/1-1,000	Same as for Nampally Girls' High School and similar institutions.
2. Asstt. ..	350-25/1-500		
3. Lecturers ..	300-25/1-450		
4. Do ..	250-15/1-400		
5. Do ..	250-10/1-350		
6. Do ..	150-10/1-250		

MISCELLANEOUS DEPARTMENTS.

32. *Statistics Department.*

1. Director ..	1,200	800-50/1-1,150	
2. Dy. Director ..	600-100/1-900	500-25/2-750	
3. 1st Asstt. ..	300-50/2-600	300-25/2-500	
4. Assistant ..	200-25/3-400	200-25/3-400	

33. *Well Sinking Department.*

1. Engineer-in-charge	700-100/3-1,200	500-50/2-850	
2. Mechanical Engr...	250-20/1-400	200-15/2-350	

34. *Electrical Department.*

1. Director ..	1,500	1,200-50/1-1,500	
2. Dy. Director ..	900-50/1-1,200	1,000-50/1-1,250	
3. Mechanical Engr. ..	400-25/1-700	500-50/2-850	
4. Electrical Engr. ..	do	do	
5. Mains Supdt. ..	300-25/1-700	300-50/3-500	
6. Consumers Engr. ..	300-25/1-600		
7. Asstt. Mains Supdt. ..	400-25/1-600	200-15/2-350	
8. Asstt. Consumers Engineer. ..	300 fixed	do	
9. Registrar ..	300-25/1-600 Asstt. Director.	200-25/3-400	
10. P.A. to Director ..	400-25/1-700	Reducible.	

35. *Mint.*

	Present	Proposed	Remarks
1. Mint Master ..	500 Allce. to the Dir. E.D.	1,000-50-1,250	In case a whole-time Mint Master is appointed.
2. Asstt. Mint Master	400-25/1-700	300-50/3-500	
3. Bullion Supdt.	400-25/1-550	300-50/3-500	This post in future will be in the grade of Inspector of Police, (150-5-225) .
4. Engineer ..	300-15/1-500	300-50/3-500	
5. Superintendent, Mint Guard	300-50/2-500		
6. Dy. Asstt. Supdt., Stamps.	250-20 2-350	200-15/2-350	

36. *Telephone.*

1. Superintendent ..	400-25/1-600	300-50/3-500
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37. *Daftar-e-Diwani.*

1. Nazim ..	500-1,000	800-50/2-1,150	If a technical man is appointed the pay of this post will be (500-30/1-800-50/1-1,000.
2. Naib Nazim ..	..	500-25/2-750
3. Asstt. Nazim (Atiyat Secn.)	350-600	300-25/2-500	
4. Asstt. Nazim ..	200-400	200-25/3-400	

38. *Public Gardens.*

Superintendent ..	325-500	200-25/3-400
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39. *Drainage Department.*

1. Engineer, Drainage Department.	600-100/3-1,200	500-50/2-850
2. Asstt. Engr. ..	400-25/1-600	300-50/3-500
3. Sub-Engineer ..	325-25/2-500	200-15/2-350

40. *Water Works Department.*

1. Engineer, Water Works.	600-100/3-1,200	500-50/2-850
2. Asstt. Engineer	400-25/1-600	300-50/3-500

APPENDIX E.

ABSTRACT.

Statement showing the Financial effect of the R.C.'s proposals regarding retrenchment of posts in the following departments, according to Major Heads.

Sl. No.	Major Head	Annual average cost	Pensionary charges	Total savings
1	1. <i>a</i> District Administration ..	34,200	2,451	36,651
2	1. <i>b & c</i> Land Records and Settlement ..	5,927	846	6,773
3	Court of Wards ..	..	..	..
4	2. Forests ..	70,991	10,141	81,132
5	3. Customs ..	46,447	6,635	53,082
6	4. <i>a & b</i> Excise Opium and Ganja ..	1,05,974	14,795	1,20,769
7	5. <i>a & b</i> Registration and Stamps ..	26,658	3,808	30,466
8	6. Mines and Geological Survey ..	..	..	..
9	12. Post Office ..	9,078	1,297	10,375
10	14. <i>General Administration.</i>			
	Finance, Audit & Accounts ..	13,714	2,286	16,000
	Diwani and Mal ..	17,677	2,525	20,202
	Statistics ..	6,201	886	7,087
11	15. <i>Political.</i>			
	Information Bureau ..	5,132	738	5,870
	Hyd. Inf. Bulletin. (Savings due to printing charges)			15,000
12	20. Courts ..	35,749	5,958	41,707
13	23. Education ..	34,464	5,119	39,583
14	24. Medicine ..	1,40,896	15,287	1,56,183
15	25. Ecclesiastical ..	31,071	4,409	35,480
16	26. Agriculture ..	21,685	3,097	24,782
17	Fisheries ..	..	..	..
18	27. Veterinary ..	39,865	5,466	45,331
	Stud Farm—Retrenchment in T.A. and Contgs.	1,25,992		80,661
19	28. Co-operative ..	7,074	1,011	8,085
20	29. <i>Miscellaneous Departments.</i>			
	Broadcasting ..	43,307	5,876	49,183
	Elecl. Inspector ..	19,077	2,640	21,717
	Archæological ..	..	..	..
21	31 & 32. Bldgs., Communication and Irrigation ..	46,256	6,608	52,864
22	34. Electricity ..	12,168	1,652	13,820
23	36. Printing and Stationery ..	..	..	..
24	38. C. & I. ..	47,535	6,808	54,343
	Cottage Industries—Retrenchment in contingencies			66,420
	Total ..	8,21,148	1,10,834	10,98,563

SUMMARY OF APPENDIX 'F.'

Major Heads				Net Savings due to conversion of scales and retrenchment of particular posts and allowances
1.-A.	Land Revenue, District Administration	..	1,89,895	
2.	Forest .. ..	..	72,489	
3.	Customs .. ..	..	80,848	
4.	Excise .. ..	..	1,54,086	
5.-A.	Registration and	..	31,823	
5.-B.	Stamps	..		
6.	Mines .. ..	..	10,691	
9.	Mint .. ..	..	7,626	
12.	Post Offices.	..	23,384	
14.	General Administration	..	2,18,705	
15.	Political .. ..	..	27,913	
20.	Courts .. ..	..	86,826	
23.	Education	..	1,07,678	
24.	Medicine .. ..	..	3,18,275	
25.	Ecclesiastical .	..	45,088	
26.	Agriculture	..	36,613	
27.	Veterinary .	..	1,33,704	
28.	Co-operative	..	35,173	
29.	Miscellaneous and Minor Departments	..	76,876	
30.	Municipality	..	32,925	
31.	Buildings, Communications and	..	2,34,029	
32.	Irrigation .. ..	..	
34.	Electricity .. ..	..	30,269	
36.	Printing .. ..	..	11,722	
38.	Commerce and Industries	..	1,43,383	
Total				21,09,471

Financial Statement showing Total Savings to be effected by

Srl. No	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

MAJOR HEAD 1-A.—LAND REVENUE.

(a) DISTRICT ADMINISTRATION

1	Taluqdars ..	19	900-100-1,200	1(200)	2,59,920	37,474	2,99,794
					2,400		
2	2nd Taluqdar ..	1	500-50/2-800	..	8,120	1,160	9,280
3	Do ..	49	300-50/2-800		280 280	40,040	3,20,280
				(220)	2,640		
				C.A. 10			
				(100)	12,000		18,840
				5 (60)	3,600		
				1 (50)	600		
4	Tahsildars ..	108	200-25/3-400	..	..	..	..
5	Supernumerary ..	3	300-50/2-800	..	17,160	2,451	19,611
6	Probationers ..	16	100-10/1-150	..	..	..	..
7	Supernumerary ..	1	300-50/2-800	..	5,720	817	6,537
8	Special Officer, Projects ..	1	300-50/2-800	..	5,720	817	6,537
9	Assistant ..	1	200-25/3-400	..	..	..	..
10	P. A. to Taluqdar, Nizamabad ..	1	300-50/2-800	..	5,720	817	6,537
	Total ..			..	6,03,880	83,576	6,87,456

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

PROPOSED					Savings due to conver- sion of posts	Savings due to retrench- ment of posts	Total Savings, differ- ence between Col. 8 and 14	Remarks
Grade	Allowances	Annual average cost	Pension- ary charges	Total				
10	11	12	13	14	15	16	17	18
800-50/2-1,150	1 (150)	2,17,440	30,606	2,48,246	51,548	..	51,548	Deputy Secretary Local Fund retrenched
300-25/2-500	..	4,906	701	5,607	3,673	.	3,673	
300-25/2-500	4 (100)	2,40,288	33,641	2,73,939	46,391	.	46,391	
..	..		..	..	..	18,840	18,840
200-25/3-400	.	.	..	..	..	..	.
300-25/2-500		14,718	2,103	16,821	2,790	..	2,790	
100-10/1-150	.		..	..	..	.	.
300-25/2-500	..	4,906	701	5,607	930	..	930	
300-25/2-500	.	4,906	701	5,607	930	.	930	
200-25/3-400	.	..	..	..	.	..	..
..	6,537	6,537	
..	..	4,87,164	68,653	5,55,817	1,06,262	25,377	1,31,639	
					Net Savings ..		1,31,639	

Financial Statement showing Total Savings to be effected by

Designation	PRESENT					
	No. of posts	Grade	Allow- ance	Annual Average cost	Pension- ary charges	Total
2	3	4	5	6	7	8

1. A.—LAND REVENUE.

(b) LAND RECORD AND (c) SETTLEMENT.

Director, Land Records	1	900-100/1-1,200	1 (100)	13,680 1,200	3,900	33,660
Director, Settlement	1	900-100/1-1,200	1 (100)	13,680 1,200		
Assistants	4	300-50/2-600	4 (120) P.T.A.	22,880 5,760	3,260	31,900
Do	12	200-25/3-400	..	..	..	..
Probationer	1	100-10/1-150	..	..	..	..
Asstt. Annawari Phori	1	300-50/2-600	1 (120)	5,720 1,440	817	7,977
Do	4	200-25/3-400	4 (85) P.T.A.	1,860	..	1,360
Deputy Director	1	650-50/2-800	..	8,980	1,283	10,263
Assistants	4	300-50/2-600	4 (120) P.T.A.	22,880 5,760	3,260	31,900
Sub-Assistant	1	200-25/3-400	..	..	..	..
Asstt. Store Section	1	300-50/2-600	..	5,720	816	6,536
Assistants Jagirath	4	300-50/2-600	4 (120) P.T.A.	22,880 5,760	3,260	31,900
Daffadar	1	20-1-24	..	268	88	306
Total	..	.	..	1,39,168	16,670	1,55,838

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts and allowances	Total Savings; difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-50/1-1,500	..	16,760	2,394	19,154	14,515	..	14,515	The two posts 2 (900-1,200) have been recommended to be amalgamated and the Dir. of amalgamated Department will be a 1st Class Dir. in the grade of (1,200-1,500).
4	300-25/2-500	..	19,624	2,804	22,428	9,481	..	9,481	
12	200-25/3-400	..	..	..	..	..	..	..
1	100-10/1-150	..	.	..	.	..	..	..
1	300-25/2-500	..	4,906	701	5,607	2,370	.	2,370	As this Directorate will be classed as 1st Class Directorate after amalgamation.
4	200-25/3-400	..	.	..	.	..	1,360	1,360
1	600-50/2-900	.	9,820	1,331	10,651	— 388	..	—388	
4	300-25/2-500	..	19,624	2,803	22,427	9,482	..	9,482	
1	200-25/3-400	
..	..	..	..	..	..	.	6,536	6,536
4	300-25/2-500	..	19,624	2,804	22,428	9,481	..	9,481	
..	..	..	..	..	..	..	306	306
..	39,858	12,837	1,02,695	44,941	8,202	53,143	
						Net savings	..	53,143	

' F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings: difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18

..	* Drafted from 1.A (a) District Administration.
300-25/2-500	..	4,906	701	5,607	5,118	..	5,118		
..		* The Office of the Record of Rights being tempy. has not been considered.
..	..	4,906	701	5,607	5,118	..	5,118		
				6,64,119	1,89,895		5,118		

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

MAJOR HEAD 2.—FOREST.

			B.G.	B.G.			
1	Inspector-General	1	2,000-100-2,200	750	30,427		
				L.&P. Con.	10,500		
				M.A.	900		
				O.S. 75			
	Conservators ..	2	1,200	..	28,800	1,144	32,914
3	Assistant Conservators ..	8	350-50/2-1,000	..	60,640	8,668	69,308
4	Probationer ..	1	200	..	4,500	300	4,800
		1	150-200	..			
5	Assistant ..	1	300-50/2-600	..	5,720	817	6,537
6	Do ..	8	250-50/2-900	..	51,040	7,291	58,331
7	Temporary Forest Utiliza- tion Officer.	1	250-50/2-900	..	..	..	..
8	Clerks ..	2	125-5/1-175	..	3,730	533	4,266
9	Daffadar ..	1	20- $\frac{1}{2}$ -24	..	268	38	306
10	Jamadar ..	2	25- $\frac{1}{2}$ -30	..	668	96	764
11	Peons ..	19	14- $\frac{1}{2}$ -18	..	3,724	532	4,256
	Total ..		..	..	2,00,920	22,384	2,23,304

'F.'—(Contd.)

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pension-ary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-50/1-1,500	..	16,760	2,394	19,154	22,673	..	22,673	
2	800-50/2-1,150	..	23,960	3,422	27,382	5,582	..	5,582	
6	300-25/2-500-50/2-850	..	37,002	5,286	42,288	27,015	..	27,015	Out of 10 (350-1,000) and 5 (250-900) two posts of (350-1,000) have since been converted into 2 (250-900) on vacancy; leaving 8 (350-1,000). 2 posts having been recommended to be retrenched the proposed number is 6 (350-1,000).
.	..	..	..	..	..	..	4,800	4,800	Of the 2 (200 probationers shown in the Budget 1353 F., one has been converted into 1 (150-200) in 1354 F. As per recommendations of R C. instead of retrenching 2 (200) only 1 (200) and 1 (150-200) have been retrenched.
1	300-25/2-500	..	4,906	701	5,607	930	..	930	
8	300-850	..	49,336	7,048	56,384	1,947	..	1,947	
1	250-50/2-900	..	..	..	..	..	..	..	This post being tempy. no proposals have been made in this regard. This will get converted into (150-200) as per Budget 1854 F.
..	..	..	..	..	..	..	4,266	4,266	
..	..	..	..	..	..	..	306	306	
..	..	..	..	..	..	..	764	764	
..	..	..	..	..	..	..	4,256	4,256	
..	..	..	1,81,964	18,851	1,50,815	58,097	14,392	72,489	

Financial Statement showing Total Savings to be effected by

Sl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8

3.—CUSTOMS.

1	Commissioner ..	1	1,500	..	18,000	2,571	20,571
2	Deputy Commissioners ..	3	900-50/1-1,200	..	89,480	5,640	45,120
3	Assistant Commissioner ..	1	300-50/2-600	..	5,720	817	6,537
4	Chief Appraiser ..	1	300-50/2-600	..	5,720	817	6,537
5	Assistant Superintendents ..	3	250-50/3-300	.	10,440	1,491	11,931
6	Balda and Secunderabad Customs Houses Supdts.	2	300-600-625-25-700	C.A. 2 (50)	12,426 1,200	1,775 ..	14,201 1,200
7	District Customs Houses Superintendents	9	300-50/2-600	..	51,480	7,854	58,834
8	Assistant Superintendents ..	4	250-50/3-300	..	13,920	1,980	15,900
9	Amin ..	1	150-5/1-225	..	2,300	828	2,628
10	Peons ..	21	15-1-20	..	4,480	63	5,120
	Total ..		..	..	1,65,166	23,422	1,88,588

F.—(Contd.)

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings, difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-50/1-1,500	..	16,760	2,394	19,154	1,417	..	1,417	
2	600-50/2-900	..	18,640	2,663	21,303	23,817	..	23,817	
1	300-25/2-500	..	4,906	701	5,607	930	..	930	
..	..	..	..	..	..	..	6,537	6,537	
..	..	..	..	..	..	..	11,931	11,931	
2	300-25/2-500	..	9,812	1,402	11,214	4,187	..	4,187	
9	300-25/2-500	..	44,154	6,308	50,462	8,372	..	8,372	
..	..	..	..	..	..	..	15,909	15,909	
..	..	..	..	..	..	..	2,628	2,628	
..	..	..	..	..	..	..	5,120	5,120	
..	..	..	94,272	13,468	1,07,740	38,723	42,125	80,848	
						Net savings ..		80,848	

APPENDIX

Financial Statement showing Total Savings to be effected by

Sl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowance	Annual average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8

MAJOR HEAD 4-A.—EXCISE.

1	Commissioner .	1	1,500	..	18,000	2,571	20,571
2	Deputy Commissioner	1	900-50/1-1,200	..	13,160	1,880	15,040
3	Superintendents	2	300-50/2-600	..	11,440	1,634	13,074
4	Asstt., Flying Squad	1	300-50/2-600	..	5,720	817	6,537
5	Balda and Districts Deputy Commissioners.	3	900-50/1-1,200	..	39,480	5,640	45,120
6	Superintendent..	1	300-50/2-600-25-700	..	6,213	887	7,100
7	Superintendents .	14	300-50/2-600	..	80,080	11,440	91,520
8	Asstt. Superintendents	15	215-15-290	..	47,700	6,814	54,514
9	Secunderabad and Bolarum Superintendent.	1	300-50/2-600	..	5,720	817	6,537
10	Distilleries Superintendent .	1	300-50/2-600-25-700	..	6,213	888	7,101
11	Jagirath Assistant	1	300-50/2-600	..	5,720	817	6,537
12	Allowances to Inspectors employed as Hony. Asstt. Superintendents, etc.	..	..	D.A. 1(70) 4 (50) M.A. 1 (50)	3,840	..	3,840
13	Inspectors, Flying Squad	4	100-10/1-200	4 (20)			
14	Excise Jawans ..	34	15-1-20	..	960 7,249	1,035	8,284
15	Daffadar	12	20-1-24	..	3,216	459	3,675
16	Peons	10	15-1-20	..	2,180	304	2,484
Total		..	..	..	2,64,041	37,031	3,01,072

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pension-ary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-50/1-1,500	..	16,760	2,394	19,154	1,417	..	1,417	
1	600-50/2-900	..	9,320	1,331	10,651	4,389	..	4,389	
2	300-25/2-500	..	9,812	1,402	11,214	1,860	..	1,860	
..	..	..	..	..	..	..	6,537	6,537	
1	600-50/2-900	..	9,320	1,331	10,651	34,469	*	34,469	* 2 Posts of Dy. Commrs. since reduced and the 3rd converted into (600-900).
1	300-25/2-500	..	4,906	700	5,606	1,494	..	1,494	Out of 2 posts one has already been converted into ordinary grade post in Budget 1354 F. Hence the remaining one post converted.
14	300-25/2-500	..	68,684	9,812	78,496	13,024	..	13,024	
..	..	..	..	..	..	..	54,514	54,514	
1	300-25/2-500	..	4,906	701	5,607	930	..	930	
..	..	..	..	..	..	..	7,101	7,101	
1	300-25/2-500	..	4,906	701	5,607	930	..	930	
..	..	..	..	..	..	..	3,840	3,840	
..	..	..	..	..	..	..	9,188	9,188	
..	..	..	..	..	..	..	8,284	8,284	
..	..	..	..	..	..	..	3,675	3,675	
..	..	..	..	..	..	..	2,434	2,434	
..	..	..	1,28,614	18,372	1,46,986	58,513	95,573	1,54,086	
						Net savings ..		1,54,086	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

5-A.—STAMPS AND 5-B.—REGISTRATION.

1	Inspector-General ..	1	900-100/1-1,000- 100/4-1,100-100/3- 1,200	..	13,080	1,869	14,949
2	Assistant and Inspectors ..	3	200-25/3-400	.	..	..	..
3	Registrar, Balda ..	1	200-400	..	..	..	..
4	Sub-Registrars .	27	60-5/2-100	..	26,406	3,785	30,281
5	Peon ..	1	15- $\frac{1}{2}$ -20	..	218	71	284
	Total ..		..	..	39,789	5,725	45,514

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pension-ary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1,150	..	11,980	1,711	13,691	1,258	..	1,258	
3	200-25/3-400	..	..	..	..	..	..	*	* No change either in number or grade.
1	200-400	..	..	..	..	..	..	*
..	..	..	..	..	..	..	30,281	30,281	
..	..	..	..	..	..	..	284	284	
..	..	..	11,980	1,711	13,691	1,258	30,565	31,823	
						Net savings	..	31,823	

Financial Statement showing Total Savings to be effected by

Designation	PRESENT					
	No. of posts	Grade	Allowances	Annual average cost	Pensionary charges	Total
2	3	4	5	6	7	8

MAJOR HEAD 6.—MINES.

Director of Mines ..	1	1,200	..	14,400	2,057	16,457
Asstt. Mining Engineer ..	1	400-25-600	..	6,320	903	7,223
Temporary Officer for the Welfare of Coal Mines Labours.	1	300-50/2-600	20. p. c. Deputation Allowance.	5,720 1,144	817	7,681
Geological Survey, Petrologist	1	600-25-800	.	8,720	1,245	9,965
Chemist	1	300-50/2-600	..	5,720	817	6,537
Geologist .	1	600-25-800	.	8,720	1,245	9,965
Do ..	2	300-50/2-600	..	11,440	1,634	13,074
Superintendent, Geologist ..	1	600-25-800	..	8,720	1,245	9,965
Total ..		..	..	70,004	9,963	80,867

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1,150	..	11,980	1,711	13,691	2,766	..	2,766	
1	300-50/3-500	..	5,013	716	5,729	1,494	..	1,494	
1	300-50/3-500	..	5,013	716	5,729	1,952	.	1,952	
1	500-50/2-850	..	8,120	1,160	9,280	685	.	685	
1	300-50/3-500	..	5,013	716	5,729	808	..	808	
1	500-50/2-850	..	8,120	1,160	9,280	685	.	685	
2	300-50/3-500	..	10,026	1,432	11,458	1,616	..	1,616	
1	500-50/2-850	..	8,120	1,160	9,280	685	..	685	
..	..	..	61,405	8,771	70,176	10,691	..	10,691	
						Net savings ..		10,691	

APPENDIX

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

MAJOR HEAD 9.—MINT.

1	Assistant Mint Master ..	1	400-25/1-700	..	6,880	983	7,863
2	Do ..	1	450-25-550	..	6,280	897	7,177
3	Do ..	1	350-15-500	..	5,300	757	6,057
4	Asstt. Superintendent, Stamp Manufacture.	1	250-20/2-350	..	3,733	533	4,266
5	Supdt. Mint Police Guard ..	1	300-50/2-500	..	5,120	731	5,851
Total ..			..	..	27,313	3,901	31,214

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings, difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pension-ary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	300-50/3-500	.	5,013	716	5,729	2,134	.	2,134	
1	300-50/3-500	..	5,013	716	5,729	1,448	.	1,488	
1	300-50/3-500	..	5,013	716	5,729	328	.	328	
1	200-5/2-350	..	3,300	472	3,772	494	..	494	
1	150-5/1-225	..	2,300	329	2,629	3,222	.	3,222	
..	..	..	20,639	2,949	23,588	7,626	..	7,626	
						Net savings		7,626	

Financial Statement showing Total Savings to be effected by

1.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual average cost	Pensionary charges	
	2	3	4	5	6	7	8

MAJOR HEAD 12.—POST OFFICES.

1	Post-Master-General ..	1	1,200	..	14,400	2,057	16,457
	Dy. Post-Master-General ..	1	500-100/3-800	.	8,240	1,177	9,417
	Asstt. Do ..	1	250-50/3-500	.	4,608	658	5,266
	Divisional Superintendents ..	4	250-50/3-500	..	18,432	2,633	21,065
	Do* ..	2	300-50/2-600	.	..	..	..
5	Supdt. Railway Mail service.	1	250-50/5-500	..	4,608	658	5,266
	Postmaster ..	1	250-50/3-500	..	4,608	658	5,266
7	Clerk ..	1	70-5/1-100	..	1,076	154	1,230
	Do ..	1	35-3½/2-70	..	630	90	720
	Do ..	1	20-1-40	..	1,440	206	1,646
	Do ..	7	12-1-20	..	1,428	204	1,632
	Book-Binders ..	2	15-½-25	.	432	62	494
	Do ..	1	25-1/5-35	..	310	44	354
	Do ..	2	15-½-25	..	504	72	576
	Store-Keeper ..	1	150-10-270	..	2,648	378	3,026
	Clerk ..	1	35-3½-2/70	..	630	90	720
	Jamadar ..	1	25-½-30	..	384	48	382
	Peons ..	6	15-½-20	..	1,280	183	1,463
	Total ..		..	..	65,608	9,372	74,980

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1150	.	11,980	1,711	13,691	2,766	..	2,766	
1	500-25/2-750	.	7,500	1,071	8,571	846	..	846	
1	200-25/3-400	.	3,493	499	3,992	1,274	.	1,274	
1	200-25/3-400	..	13,972	1,996	15,968	5,097	..	5,097	
2	200-25/3-400	..	..	..	..	..	..	.
1	200-25/3-400	..	3,493	499	3,992	1,274	..	1,274	* When these posts are held by civilians they will draw their pay in the scale of 300-50/2-600. Hence no savings have been shown under this item.
1	200-25/3-400	..	3,493	499	3,992	1,274		1,274	
	..	..	.	..	.	..	1,230	1,230	
	..	..	..	..	..	..	720	720	
	..	..	..	..	..	..	1,646	1,646	
	..	..	..	..	..	..	1,632	1,632	
	..	..	..	..	..	..	494	494	
	..	..	..	..	..	..	354	354	
	..	..	..	..	..	..	576	576	
	80-3/1-125	..	1,260	180	1,440	1,586	..	1,586	
	..	..	..	..	..	..	720	720	
	..	..	..	..	..	..	382	382	
	..	..	..	..	..	..	1,463	1,463	
	..	..	45,191	6,455	51,646	14,117	9,217	23,334	
						Net savings ..		23,334	

APPENDIX

Financial Statement showing Total Savings to be effected by

Designation	PRESENT					
	No of posts	Grade	Allow- ance	Annual Average cost	Pension- ary charges	Total
2	3	4	5	6	7	8

14. GENERAL ADMINISTRATION.

SECRETARIATS (a) FINANCE.

Secretary	1	1,500	Rly. D.A. 200 M.A. 75	18,000 2,400 900	2,571 343	24,214
Addl. Secretary	1	1,450	1(100)	17,400 1,200	2,486	21,086
Deputy	1	(1,050-50-1,200)	50	14,040 600	2,006	16,646
Assistants	2	300-35-1,000	..	15,600	2,229	17,829
Do	2	(350-600)	.	12,066	1,724	18,790
Do	1	(250-350)	..	3,733	533	4,266
Financial Adviser's Office	1	(300-1,000)	D.A. 1 (200) M.A. 1 (75)	7,800 2,400 900	1,457	12,557
Total	..	..	..	98,039	12,349	1,10,388

(b) JUDICIAL, ECCLESIASTICAL,
POLICE AND GENERAL
DEPARTMENTS.

Secretary	1	1,500	M.A. 75	18,000 900	2,571	21,471
Deputy Secretary	1	900-50-1,200	..	13,160	1,880	15,040
Assistant	1	500-800	..	8,120	1,160	9,280
Do	1	300-50/2-800	.	6,600	943	7,543
Registrar	1	(300-25/2-400)	..	4,360	623	4,983
Asstt. Secretary Vocational Education	1	(300-500)	..	5,120	731	5,851
Total	..	..	..	56,260	7,908	64,168

c) MILITARY SECRETARIAT.

Secretary	1	1,500	500 75	18,000 6,000 900	2,571	35,571
Joint Secretary	1	1,500	..	18,000	2,571	20,571

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,600	..	19,200	2,743	21,943	2,271	..	2,271	Deputy Secretary will in future draw grade pay + Rs. 150 subject to a maximum of Rs. 1,000. Assistants will in future be designated as Under Secretaries and will draw grade Pay subject to a maximum of Rs. 500.
1	1,450	..	17,400	2,486	19,886	1,200	..	1,200	
1	800-50/2-1,150	150	11,980 1,800	1,711	15,491	1,155	..	1,155	
2	300-25/2-500	2 (100)	9,812 2,400	1,402	13,614	4,215	..	4,215	
2	300-25/2-500	2 (100)	9,812 2,400	1,402	13,614	176	..	176	
1	200-25/3-400	100	3,493 1,200	499	5,192	926	..	926	
1	300-25/2-500	100	4,906 1,200	701	6,807	5,750	..	5,750	
			83,208	10,944	96,547	13,841	..	13,841	
1	1,600	..	19,200	2,744	21,944	— 473	..	— 473	
1	800-50/2-1,150	150	11,980 1,800	1,711	15,491	— 451	..	— 451	
1	300-25/2-500	100	4,906 1,200	701	6,807	2,473	..	2,473	
1	300-25/2-500	100	4,906 1,200	701	6,807	736	..	736	
1	200-25/3-400	..	3,493	499	3,992	991	..	991	
1	300-25/2-500	100	4,906 1,200	701	6,807	— 956	..	— 956	
			54,791	7,057	61,848	2,320	..	2,320	
1	1,600	..	19,200	2,757	21,957	13,614	..	13,614	
1	1,800	..	15,600	2,230	17,830	2,741	..	2,741	

APPENDIX

Financial Statement showing Total Savings to be effected by

Designation	No. of posts	PRESENT				Total
		Grade	Allowances	Annual Average cost	Pensionary charges	
2	3	4	5	6	7	8
Deputy Secretary	1	900-50-1,200	..	13,160	1,880	15,040
Assistant	1	500-25-800	..	8,120	1,160	9,280
Personal Assistant	1	350-600	..	6,033	862	6,895
Assistant	1	300-500	..	5,067	724	5,791
Total	..	..	..	83,380	9,768	93,148

(d) REVENUE SECRETARIAT.

		B.G.	B.G.			
Secretary and D.G.R.	1	(3,000-50-3,250)	1 (100)	59,430	..	60,880
Deputy	1	(900-1,200)	1 (100)	1,400	..	..
Assistants	4	300-50/2-600	4 (100)	..	..	..
Senior Vakil	1	(500)	..	6,000	..	6,000
Junior Vakil	2	300	..	7,200	..	7,200
Registrar	1	300-25/2-400	1 (100)	4,360	623	6,183
Asstt. Cant. Rly. Secretary	1	300-50/2-600	1 (100)	1,200	820	7,740
Addl. Secretary	1	(1,800)	1 (100)	5,720	..	..
Assistant	1	200-25/3-400	..	1,200	3,100	25,900

LOCAL FUND BRANCH.

Deputy Secretary	1	900-1,200	L.A. 100	..	..	..
Assistant	1	300-50/2-600	..	..	..	..
Total	..	..	..	1,09,310	4,543	1,13,853

(e) POLITICAL SECRETARIAT.

Secretary	1	1,500	1 (300) 1 (200) 1 (60)	18,000 3,600 2,400 720	2,571	27,291
Assistants	2	300-50/2-800	100	13,200 1,200	1,886	16,286

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
Grade	Allowances	Annual average cost	Pension- ary charges	Total				
10	11	12	13	14	15	16	17	18
800-50/2-1,150	150	11,980 1,800	1,711	15,491	— 451	.	— 451	
300-25/2-500	100	4,906 1,200	701	6,807	2,473	..	2,473	
..	..	..	..	..	..	6,895	6,895	
300-25/2-500	100	4,906 1,200	701	6,807	— 1,016	..	— 1,016	
..	..	60,792	8,100	68,892	17,361	6,895	24,256	
1,600	..	19,200	2,743	21,943	38,887	.	38,887	
800-50/2-1,150	1 (150)	..	..	.	..	..	.	Drafted from 1A. Land Revenue. do
300-25/2-500	4 (100)	.	..	..	..	.	..
..	..	..	..	.	..	6,000	6,000	
..	..	..	..	..	..	7,200	7,200	
200-25/3-400	..	3,493	499	3,992	2,191	..	2,191	
..	..	..	.	..	..	7,740	7,740	
						25,900	25,900	
200-25/3-400	A. (100)	1,200	..	1,200	..	— 1,200	— 1,200	
800-50/2-1,150	150	.	..	..	..	.	..	Drafted from 1A. Land Revenue. do Vide 1-A. Land Revenue.
300-25/2-500	100	..	..	..	..	..	..
..	..	23,893	3,242	27,135	41,078	45,640	92,718	
1,600	..	19,200	2,800	22,000	5,291	..	5,291	
300-25/2-500	2 (100)	9,812 2,400	1,402	18,614	2,672	..	2,672	

Financial Statement showing Total Savings to be effected b

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
3	Registrar ..	1	(300-25/2-400)	..	4,360	628	4,988
4	Assistant Secretary ..	1	do	..	4,360	628	4,988
	Total ..	..	..	..	47,840	5,708	53,548
(f) INDUSTRIES AND COMMERCE SECRETARIAT.							
1	Secretary and Director-General.	1	1,500	M.A. 75	18,000 900	2,571	21,471
2	Assistant ..	1	(850-50/2-800)	..	6,000	943	6,943
3	Assistant ..	1	500	..	6,000	857	6,857
4	Registrar ..	1	300-25/2-400	..	4,360	628	4,988
(f) 1.							
1	Labour Commissioner ..	1	(900-1,200)	..	12,920	1,846	14,766
2	Labour Officer ..	1	(500-900)	..	8,800	1,200	10,000
3	Labour Welfare Inspector ..	1	200-400	..	..	..	..
4	Inspectress ..	1	200-400	..	..	..	..
	Total ..	..	..	..	57,580	8,040	65,620
(g) a. LEGAL AND LEGISLATIVE SECRETARIAT.							
1	Secretary and Legal Adviser.	1	2,000	..	..	..	..
2	Under-Secretary ..	1	900-50/1-1,200	..	13,160	1,880	15,040
3	Assistant Secretary ..	1	500-50/2-800	..	8,120	1,160	9,280
4	Registrar ..	1	300-25/2-400	..	4,360	628	4,988
(g) b. JUDICIAL COMMITTEE.							
1	Officers ..	1	2,500	..	..	..	..
2	Do ..	2	2,000	..	..	..	..
3	Do ..	1	900	..	10,800	1,583	12,383
	Total ..	..	..	..	36,440	5,246	41,686

'F.'—(C. 1000000).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings difference between Col. 8 and 14	Remarks
		Allowance	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	200-25/3-400	..	3,493	499	3,992	991	..	991	
1	200-25/3-400	100	3,493 1,200	499	5,192	— 209	..	— 209	
..	..	..	39,598	5,200	44,798	8,745	..	8,745	
1	1,600	..	19,200	2,743	21,943	— 472	..	— 472	
1	300-25/2-500	100	4,906 1,200	701	6,807	136	..	136	
1	300-25/2-500	100	4,906 1,200	701	6,807	50	..	50	
1	200-25/3-400	..	3,493	500	3,993	990	..	990	
1	600-50/2-900	150	9,320 1,800	1,331	12,451	2,315	..	2,315	
1	500-25/2-750	100	7,500 1,200	1,071	9,771	229	..	229	
1	200-25/3-400	100	1,200	..	1,200	.	— 1,200	— 1,200	
1	200-25/3-400	100	1,200	..	1,200	..	— 1,200	— 1,200	
..	..	..	57,125	7,047	64,172	3,848	— 2,400	1,448	
1	2,000	..	..	..	..	..	..	..	(2) Note
1	800-50/2-1,150	150	11,980 1,800	1,711	15,491	— 451	..	— 451	(900-50-1,200)
1	300-25/2-500	100	4,906 1,200	701	6,807	2,473	..	2,473	personal for Mr.
1	200-25/3-400	..	3,493	499	3,992	991	..	991	Salahuddin Mohd.
									Younus, and will
									be changed after-
									wards to 1 (500-
									800).
1	2,500	..	..	.	..	..	..	..
2	2,000	..	.	..	..	..	..	..
1	500-25/1-700	..	7,760	1,110	8,870	3,513	..	3,513	
..	..	..	31,139	4,022	35,161	6,525	..	6,525	

APPENDIX

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual Average cost	Pensionary charges	
1	2	3	4	5	6	7	8

(j) CONSTITUTIONAL SECRETARIAT.

1	Secretary, Political and Information Bureau	1	1,300	..	..	..	..
2	Under Secretary	1	900-50-1,200	..	13,160	1,880	15,040
3	Deputy Secretary	1	900-1,200	.	13,160	1,880	15,040
4	Registrar	1	300-25/2-400	..	4,360	623	4,983
5	Assistant	1	250-25-400	..	4,180	597	4,777

(j. A).

Licensing Staff	1	250-25/2-400	25	3,600 300	.	3,900
Total	..	..	..	38,760	4,980	43,740

(k) CONSTITUTIONAL REFORMS.

1	Secretary	1	1,500	..	18,000	2,556	20,556
2	Assistant Secretary	1	250-25/1-400	..	4,180	597	4,777
Total	..	..	..	..	22,180	3,153	25,333

4.-A. (l) RAILWAY AND MINES SECRETARIAT.

Registrar	1	300-400	..	4,360	623	4,983
Total	..	..	..	4,360	623	4,983

14. (m) RURAL RECONSTRUCTION SECRETARIAT.

Additional Secretary	1	1,400	1 (200) 1 (75)	16,800 2,400 900	200	20,300
Assistant	1	350-50/2-600	..	6,033	862	6,895
Total	..	..	..	26,133	1,062	

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,600	..	..	.	.	..	..	..	Drafted from 15 Political.
1	800-50/2-1,150	150	11,980 1,800	1,711	15,491	— 451	.	— 451	
1	800-50/2-1,150	150	11,980 1,800	1,711	15,491	— 451	..	— 451	
1	200-25/3-400	..	3,493	499	3,992	991	..	991	
1	200-25/3-400	100	3,493 1,200	499	5,192	— 415	..	— 415	
1	200-25/3-400	100	3,493 1,200	499	5,192	— 1,292	..	— 1,292	
..	..	..	40,447	4,921	45,368	— 1,628	..	— 1,628	
..	1,600	..	19,200	2,743	21,943	— 1,387	..	— 1,387	
1	200-25/3-400	100	3,493 1,200	499	5,192	— 415	..	— 415	
..	..	..	23,893	3,242	27,135	— 1,802	..	— 1,802	
1	200-25/3-400	..	3,493	499	3,992	991	..	991	
..	..	..	3,493	499	3,992	991	..	991	
1	1,450	..	17,400	2,486	19,886	414	..	414	
1	300-25/2-500	100	4,906 1,200	701	6,807	88	..	88	
	..	..	23,506	3,187	26,693	502	..	502	

Financial Statement showing Total Savings to be effected by

1. o.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

**14 (n) POST-WAR RECONSTRUCTION
SECRETARIAT.**

1	Secretary ..	1	2,000	M.A. 1 (75)	24,000 900	3,420	28,320
2	Assistants ..	2	(300-600)	2 (100)	11,444 2,400	1,634	15,474
3	Technical Assistant	1	(400-600)	1 (100)	6,320 1,200	903	8,423
	Total ..	..	..	..	46,260	5,966	52,226

**14. OFFICE OF THE CONTROLLER-
GENERAL AUDIT AND ACCOUNTS.**

1	Controller-General	1	1,700-75/1-2,000	1 (100) 1 (100)
2	Senior Deputy C. G.	1	(1,100-50/1,300)	..	..	..	..
3	Deputies ..	2	(1,050-50/1-1,200)	..	28,080	4,014	32,094
4	Assistant ..	9	300-1,000	..	70,200	10,028	80,228
5	Chief Superintendents	5	(350-600)	..	80,165	4,309	34,474
6	Officer-in-charge Mansab and Pensions.	1	300-350	..	3,733	533	4,266
7	Inspecting Auditor	1	250-350	..	3,733	533	4,266
8	Officer, Mint Audit	1	250-350	..	3,733	533	4,266
	GOVERNMENT RAILWAY AUDIT						
9	Officer.	1	(300-400)	..	4,360	628	4,988
10	Central Treasury	1	250-350	..	3,733	533	4,266
11	Central State Bank	1	(250-300)	..	3,733	533	4,266
12	District Treasury Officers	15	250-350	..	55,995	7,999	63,994
	Total ..	..	..	..	2,07,465	29,688	2,37,153

6. DAFTAR-E-DIWANI AND MAL.

1	Nazim ..	1	(500-50/1-1,000)	..	9,667	1,381	11,048
2	Assistant ..	1	(500-50/1-1,000)	..	9,667	1,381	11,048
3	Assistant ..	1	300-50-1,000	..			9,554

F.

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,600	..	19,200	2,743	21,943	6,386	..	6,386	
2	300-25/2-500	2	9,812	1,402	13,604	1,870	..	1,870	
		(100)	2,400						
1	300-25/2-500	100	4,906	701	6,807	1,616	.	1,616	
			1,200						
..	..	..	37,508	4,846	42,354	9,872	..	9,872	
1	1,700-75/1-2,000	1	..	..	.	..	..	..	No change.
		(100)							
		1							
		(100)							
1	1,100-1,300	..	..	..	..	.	..	..
2	900-50/1-1,100	..	19,120	2,732	21,852	10,242	..	10,242	
9	300-30/1-750	..	59,400	8,486	67,886	12,342	..	12,342	
5	300-20/1-500	..	25,835	3,619	28,954	5,520	..	5,520	
1	200-25/3-400	..	3,493	499	3,992	274	..	274	
1	200-25/3-400	..	3,493	499	3,992	274	..	274	
1	200-25/3-400	..	3,493	499	3,992	274	..	274	
1	300-500	..	5,067	724	5,791	808	..	808	
1	200-25/3-400	..	3,493	499	3,992	274	..	274	
1	200-25/3-400	..	3,493	499	3,992	274	..	274	
15	200-25/3-400	..	52,395	7,485	59,880	4,114	..	4,114	
..	..	..	1,78,782	25,541	2,04,323	82,780	..	32,780	
1	800-50/2-1,150	..	12,307	1,615	13,922	2,874	..	2,874	
1	500-25/2-750	..	7,500	1,071	8,571	2,477	..	2,477	
..	..	..	..	..	..	..	9,554	9,554	

Financial Statement showing Total Savings to be effected by

Sl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
4	Assistant	1	350-25-600	..	6,083	862	6,895
5	Do	3	200-20/2-400	..	10,800	1,543	12,343
6	Probationer	1	150	..	1,800	257	2,057
7	Jamadar	1	25-1/3-30	..	333	48	381
8	Peons	6	15-1/3-20	..	1,280	183	1,463
	Total .. ..	..	..	..	47,940	6,849	54,789

6. (c) STATISTICS.

Director	1	1,200	..	14,400	2,057	16,457
Deputy Director	1	(600-100/1-900)	..	10,080	1,443	11,523
1st Assistant	1	300-50/2-600	..	5,720	817	6,537
Assistant	1	200-25/3-400	..	3,707	529	4,236
Living Wages Officer	1	200-25/2-400	..	3,707	529	4,236
Superintendent.. ..	1	150-270	..	2,648	378	3,026
Jamadar	1	25-1/3-30	..	333	48	381
Total .. ..	..	..	..	40,595	5,801	46,396

7. ATTIYAT OFFICE.

Nazim	1	1,500	150	..	..	..
Assistant.	1	300-600	100	..	..	..

8. SUBEDARS.

Subedars	4	1,500	M.A. 4 (75)	3,600	..	3,600
Assistants	4	(300-600)	..	..	..	..
Total Major Head 14 .. ..	..	..	..	..	..	10,08,838

Enhancement of Posts, etc., and Revision of Scales of Salaries.

Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings : difference between Col. 8 and 14	Remarks
	Allowances	Annual average cost	Pensionary charges	Total				
10	11	12	13	14	15	16	17	18
300-500	..	5,067	724	5,791	1,104	..	1,104	
200-25/3-400	..	6,986	998	7,984	4,859	..	4,859	
..	2,057	2,057	
..	381	381	
..	1,463	1,463	
..	..	31,860	4,408	36,268	5,066	13,455	18,521	
10-50/2-1,150	..	12,307	1,615	13,922	2,535	.	2,535	
500-25/2-750	..	7,500	1,071	8,571	2,952	..	2,952	
300-25/2-500	..	5,067	724	5,791	746	.	746	
..	4,236	4,236	
200-25/3-400	..	3,493	499	3,992	244	..	244	
..	3,026	3,026	
20-1/3-24	..	268	38	306	75	..	75	
..	..	28,635	3,947	32,582	6,552	7,262	13,814	
1,500	150	..	..	..	.	..	.	No change.
00-25/2-500	100	..	..	..	..	..	..	Drafted from Land Revenue.
1,500*	3,600	3,600	* They will draw a H.R. allce. 150 if rent-free quarters are not available. Drafted from Land Revenue.
(300-500)	
				7,70,233		Net Saving	2,18,705	

Financial Statement showing Total Savings to be effected by

Srl. No	Designation	PRESENT					Total
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	
1	2	3	4	5	6	7	8

15. POLITICAL.**INFORMATION BUREAU.**

1	Director, Information, Bureau.	1	(900-50/1-1,200)	..	18,160	1,880	15,040
2	Assistant ..	1	(250-25/1-400)	..	4,180	597	4,777
3	Assistant ..	1	(200-25/2-400)	..	3,707	529	4,236
4	Asstt. Press Commissioner..	1	(300-50/2-800)	..	6,000	943	7,543
5	Publicity Officer ..	1	(300-50/2-600)	..	5,720	818	6,538
6	Assistant Director ..	1	(300-50/2-800)	..	6,000	943	7,543
7	Do ..	2	(200-25/2-400)	..	..	..	..
8	Telugu Reader ..	1	(150-10/1-200)	..	2,200	314	2,514
9	Kanarese Reader ..	1	(100-4/1-160)	..	1,600	228	1,828
10	Peons ..	3	(15-1/3-20)	..	639	91	730
11	Printing of Hyderabad Information Bulletin.*	.	..	..	..	..	15,000
	Total ..	..	..	..	44,406	6,343	65,749

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings : difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1,150	..	11,980	1,711	13,691	1,849	..	1,849	*It will result in a saving of Rs. 15,000 if the Printing of the Hyderabad Information Bulletin is entrusted to a private concern or done by Government Press at the rates quoted by Private concerns.
1	150-10/1-270	.	2,648	378	3,026	1,751	.	1,751	
1	200-25/3-400	..	3,493	499	3,992	244	..	244	
1	300-25/2-500	..	4,906	701	5,607	1,936		1,936	
1	300-25/2-500	..	4,906	701	5,607	931	..	931	
1	300-25/2-500	..	4,906	701	5,607	1,936	..	1,936	
2	200-25/3-400	..	..	.	..	..	..	..
.	..	..	..	..	..	.	2,514	2,514
.	..	..	..	..	..	..	1,828	1,828
1	20-1/3-24	..	268	38	306	424	..	424	
.	15,000	15,000	8 Posts of peons reduced and one post of Daffadar created.
.	..	..	33,107	4,729	37,836	8,571	19,342	27,913

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				
			Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8

20. COURTS.

1	Chief Justice ..	1	2,500	..	..	..	..
2	Inspecting Officer*	1	2,000	..	..	..	..
3	Puisne Judges ..	7	2,000	..	..	..	..
4	Mufti ..	1	500	50	600	..	600
5	Registrar ..	1	500-800	200	8,120	1,160	11,680
				Librarian Allee.	2,400		
6	Pleaders ..	2	500	..	..	..	..
7	Pleader ..	1	300	..	..	..	..
8	Assistant Registrars ..	3	300-25-400	..	18,440	1,920	15,360
	Tempy. Puisne Judges ..	3	2,000	..	..	..	..
	Total ..	..	..	..	24,560	3,080	27,640

20. COURTS 'B'.

SESSIONS JUDGES AND DISTRICT JUDGES.

Civil and Sessions Judges ..	4	(1,000-100/5-1,100-100/2-1,400)	..	50,308	8,472	67,780
Addl. Judge ..	1	900	..	10,800	1,543	12,343
Supernumerary Addl. Tempy. Judges.	2	900	..	21,600	3,086	24,686
Pleaders ..	4	300	..	..	..	..
District Judges ..	15	(500-50/2-800)	..	1,21,800	17,400	1,39,200
Spl. Magistrate ..	1	(500-800)	..	8,120	1,160	9,280
Nazim, Darul Qaza ..	1	1,000-100/2-1,400	..	..	..	..
Total ..	..	..	..	2,21,628	31,661	2,53,289

'F.'—(Contd.)

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	2,500	<p>*Only the Allowance of the Post of Mufti is since reduced but the Post will remain in tact.</p> <p>†The duties attached to the Inspecting officer have been distributed among the Judges of the High Court.</p>
1	2,000	..	.	.	..	..	..	..
7	2,000	..	..	..	..	.	..	..
1	500	..	.	..	..	600	..	600
1	500-25/1-700	..	7,760	1,110	8,870	2,810	.	2,810	
2	500	..	..	..	..	..	..	..
1	300	..	..	..	..	..	..	..
3	200-25/3-400	..	10,479	1,497	11,976	3,384	..	3,384	
3	2,000	..	..	..	..	..	..	..
..	..	..	18,239	2,607	20,846	6,794	..	6,794
2	1,000-40/1-1,200	..	27,200	3,886	31,086	1,037	..	1,037	<p>The Judicial Secy. has proposed classification of Judicial service in Class I, II and III.</p> <p>Class I. 850-85/1-1,200-E/B-50/1,1-350-E/B 50/1 1,500.</p> <p>Class II. 300-50/2-500-E/B-50/2-600.</p> <p>Class III. 200-25/3-300E/B 25/3-400. which is expected to result in an annual saving of Rs. 41,707.</p>
2	1,200-1,400	..	31,200	4,457	35,657				
1	800	..	9,600	1,371	10,971	1,372	..	1,372	
2	800	..	12,200	2,742	21,942	2,744	..	2,744	
4	300	..	..	..	..	..	..	..
15	500-25/1-700	..	1,16,400	16,629	1,33,029	6,171	..	6,171	
1	500-25/1-700	..	7,760	1,110	8,870	410	..	410	
1	1,000-100/2-1,400	..	..	..	.	..	..	..
..	..	..	2,11,860	30,195	2,41,555	11,734	..	11,734

APPENDIX

Financial Statement showing Total Savings to be effected by

Designation	PRESENT					
	No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
2	3	4	5	6	7	8
20. Courts E. F. G.						
Nazim, City Court ..	1	1,000-1,400	..	14,827	2,118	16,945
Magistrate ..	1	1,000-1,400	..	14,827	2,118	16,945
Officer ..	1	900	..	10,800	1,543	12,343
Do ..	1	500-800	..	8,120	1,160	9,280
City Criminal Court Magistrate.	1	900	100	10,800	1,543	12,343
Munsiffs ..	24	300-50/2-600	..	1,37,280	19,611	1,56,891
Do ..	75	250-25/3-400	..	2,95,500	42,214	3,37,714
Total ..	..	..	..	4,93,854	70,307	5,63,661
Total 20 Courts ..	..	..	..	..	..	8,44,590

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,000-1,200	}	27 200	3,886	31,086	2,804	..	2,804	
1	1,000-1,200								
1	800	..	9,600	1,371	10,971	1,372	..	1,372	
1	500-25/1-700	..	7,760	1,110	8,870	410	..	410	
1	800	..	9,600	1,371	10,971	2,572	..	2,572	
24	300-25/2-500	..	1,17,744	16,821	1,34,565	22,326	..	22,326	
75	200-25/3-400	..	2,61,975	37,425	2,99,400	38,314	..	38,314	
..	..	..	4,13,879	61,984	4,95,863	67,798	..	67,798	
					7,58,264	..	..	86,326	
						Net Savings	..	86,326	

Financial Statement showing Total Savings to be effected by

Designation	No. of posts	PRESENT				Total
		Grade	Allowances	Annual Average cost	Pensionary charges	
2	3	4	5	6	7	8

23. EDUCATION.
D.P.I.'s CONTROL.

DIRECTION.

Director	1	2,000	..	24,000	3,444	27,444
Deputy Director	1	900-50/1-1,200	..	13,160	1,880	15,040
Assistant	2	500-30/1-800	..	..	..	..
Do	3	300-50-500	..	..	..	..
P. A.	1	250-15-400	..	4,100	586	4,686
Daffadar	1	20-1/3-24	..	268	38	306
Peons	6	15-1/3-20	..	1,278	183	1,461
Total .. ..	..	..	..	42,806	6,181	48,987

A—2. BOARD OF EDUCATION.

Secretary	1	500-50/1-1,000	H.S.L.C.	9,667	1,881	12,248
Assistant	1	250-15/1-400	1 (100)	1,200	..	..
Total .. ..	..	..	..	4,100	586	4,686
				14,967	1,967	16,934

A—3. INSPECTION OF SCIENCE
MANUAL TRG. AND DRAWING.

.. ..	1	(300-20/1-500)	1 (75)	..	..	..
.. ..	1	(250-15/1-400)	..	..	..	..
.. ..	1	(250-15-400)	..	..	..	..

B. INSPECTION.

Divisional Headquarter Inspectors.	5	(500-50-1,000)	P.A. 1 (50)	600	86	686
			C.A. 2 (100)	2,400	..	2,400
Do	1	(500-30-800)	P.T.A. 2 (100)	2,400	..	2,400
District Inspectors	2	(300-20-500)	..	..	..	..

'F.'

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	Allowances	PROPOSED			Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
			Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18

1	1,500	..	18,000	2,571	20,571	6,873	..	6,873	
1	600-50/2-900	..	9,320	1,331	10,651	4,389	..	4,389	
1	500-80/1-800	..	..	..	..	..	..	..
3	300-20/1-500	..	..	..	..	..	..	..
..	..	..	..	..	..	..	4,686	4,686	
							306	306	
..	..	..	..	..	..	..	1,461	1,461	
..	..	..	27,320	3,902	31,222	11,262	6,453	17,715	

..	500-30/1-800	..	8,200	1,172	9,372	2,876	..	2,876	
1		..	..	..	..	..	4,686	4,686	
..	..	..	..	..	..	2,876	4,686	7,562	

1	300-20/1-500	..	..	..	..	..	..	..
1	250-15/1-400	..	..	..	..	..	..	..
1	250-15/1-400	..	..	..	..	..	..	..

5	500-50/1-1,000	..	..	..	..	..	..	..
..	..	..	..	..	..	..	686	686	
..	..	..	..	..	..	..	2,400	2,400	
..	..	..	..	..	..	..	2,400	2,400	
1	500-80/1-800	..	..	..	..	..	..	..
2	300-20/1-500	..	..	..	..	..	..	..

Financial Statement showing Total Savings to be effected.

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual Average cost	Pensionary charges	
1	2	3	4	5	6	7	8
4	District Inspectors ..	13	(250-15/1-400)	..	..	..	..
5	Nazirul Qura ..	1	(250-15/1-400)	..	..	..	..
6	Inspectors ..	3	(300-20-500)	..	..	..	..
7	Do ..	3	(250-15-400)	..	..	..	..
8	Comm. of Boy Scouts ..	1	(500-50-1,000)	..	..	..	..
9	Assistants ..	4	(250-400)	..	..	..	..
10	Principal Physical Education		B.G. (1,600)	..	22,420	3,203	25,623
11	Lady Trainer Girls Guide ..	1	B.G. (800)	..	4,200	600	4,800
12	Assistant ..	1	(300-20-500)	..	..	..	..
	Total ..	..	..	..	32,020	3,889	35,909

CITY HIGH SCHOOLS.

1	Principal and Head-Masters.	2	(500-50-1,000)	P.A. 2 (50)	10,334 1,200	2,762	23,296
2	Do ..	2	(500-30-800)	..	..	..	..
3	Do ..	11	(250-15-400)	..	..	..	..
4	Do ..	4	(300-20-500)	..	..	..	..

DISTRICT HIGH SCHOOLS.

1	Head Masters and Asstts. ..	2	(500-50/1-1,000)	H.A. 1 (50)	10,334 600	2,762	22,696
2	Do ..	2	(300-20-500)	..	..	..	..
3	Do ..	21	(250-15-400)	..	..	..	..
4	Do ..	1	(400-50/2-500)
5	Do ..	1	(500-30-800)
	Total	40,468	5,524	45,992

PRIMARY SCHOOLS.

1	..	2	(250-15-400)
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'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
13	250-15/1-400	..	..	.	..	..	..	..
1	250-15-400	..	..	..	..	..	..	..
3	300-20/1-500	..	..	..	..	..	..	..
3	250-15-400	..	..	..	..	..	..	..
1	500-50-1,000	..	..	..	.	.	..	..
4	250-400	..	..	..	..	..	.	..
..	.	..	..	.	..	.	25,623	25,623	
1	O.S. 300	..	3,600	514	4,114	686	..	686	
1	300-20-500	..	..	..	..	..	..	..
..	..	..	3,600	514	4,114	686	31,109	31,795	
2	500-50/1-1,000	..	19,384	2,762	22,096	1,200	..	1,200	
2	500-800	..	..	..	..	..	..	..
11	250-400	..	..	..	..	..	..	..
4	300-500	..	..	..	..	..	..	..
2	(500-1,000)	..	19,384	2,762	22,096	600	..	600	
2	(300-500)	..	..	..	..	..	..	..
21	(250-400)	..	..	..	..	..	..	..
1	(400-50/2-500)	..	..	..	..	..	..	..
1	500-30/1-800	..	..	..	..	..	..	..
..	..	..	38,668	5,524	44,192	1,800	..	1,800	
2	250-15/1-400	..	..	..	..	..	..	..

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				
			Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

F. SPECIAL SCHOOLS.**1. TRG. AND NORMAL SCHOOLS.***(a) Mens Trg. School, Balda.*

1	Principal	1	500-50/1-1,000	..	..	..	..
2	Assistants	4	(250-15-400)
3	Do	2	(300-20-500)

(b) Training School, Warangal.

1	Head-Master	1	(300-20-500)
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(c) Training School, Aurangabad.

1	Head-Master	1	(250-15-400)
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(d) Men's Training School, Raichur.

1	Head-Master	1	(250-15-400)
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WOMEN'S PHYSICAL SCHOOLS.

1	1	(300-20-500)
D. P. I's Control Total	1,08,741	18,722	1,17,463

COMMERCIAL CLASS I.

1	1	(300-20-500)	Allee. 1 (50)	.. 600	..	600
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JAGIRDARS' COLLEGE.

1	Principal	1	(1,750)
2	Professors	2	(500-50-1,000)
3	Assistants	2	(350-25-600)
4	Do	4	(250-15-400)	..	..	..	..

No. of posts	PROPOSED					Savings, due to conversion of posts	Savings due to retrenchment of posts	Total Savings difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18

1	1,750	} Existing
2	500-50/1-1,000	..	..	..	..	..	..	..
2	350-25/1-600	..	..	..	..	..	..	..
4	250-15/1-400	..	..	..	..	..	..	..

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

OSMANIA UNIVERSITY.**(a) REGISTRAR.**

1	Vice Chancellor	..	1	(2,000-50-2,250)	..	..	..	..
2	Registrar	..	1	(500-50-1,000)	L.A. 1 (200)	..	..	..
3	Assistants	..	2	(350-25-600)	..	2,400	..	2,400
4	Do	..	1	(250-15-400)	..	..	..	..
						2,400	..	2,400

(b) O. U. COLLEGE.

1	Senior Professors	..	2	(1,000-50/1-1,200)	Duty Allee. 1 (150-200) L.A. 1 (150)	..	343	4,543
2	Professors	..	12	(500-50-1,000)	..	2,400 1,800	..	..
3	Do	..	3	(500-30-800-40/1-1,000)	..	..	..	..
4	Do	..	3	(600-40-800)	..	..	..	..
5	Do	..	2	(500-30-800)	..	..	..	..
6	Readers	..	14	(350-25-600)	..	..	..	..
7	Do	..	11	(350-15-500-20-600)	..	..	..	..
8	Senior Lecturers	..	4	(400-25-500)	..	..	..	..
9	Lecturers	..	43	(250-15-400)	..	..	..	..
	Total	..	..	..	..	4,200	343	4,543

(c) OSMANIA UNIVERSITY WOMEN'S COLLEGE.

1	Principal	..	1	(500-30-800-40-1,000)	P.A. 1 (150-200) L.A. 1 (100)	..	..	3,600
2	Principal	..	1	350-25-600	..	2,400 1,200	..	..

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts & allce.	Total Savings; difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	2,000-50-2,250	..	..	..	..	..	..	..	Existing
1	500-50/1-1,000	1 (100)	1,200	..	1,200	1,200	..	1,200	
2	350-25/1-600	..	..	..	..	..	..	..
1	250-15-400	..	..	..	..	..	..	..
..	..	..	..	..	1,200	1,200	..	1,200	
2	1,000-50/1-1,200	..	..	..	..	4,548	..	4,548	
12	500-50/1-1,000	..	..	..	..	..	..	..
3	500-30/1-800	..	..	..	..	..	..	..
3	40/1-1,000 (600-800)	..	..	..	..	..	..	..
2	(500-30-800)	..	..	..	..	..	..	..
14	(350-25/1-600)	..	..	..	..	..	..	..
11	(350-600)	..	..	..	..	..	..	..
4	(400-25/1-500)	..	..	..	..	..	..	..
43	(250-15-400)	..	..	..	..	..	..	..
..	..	..	..	..	..	4,548	..	4,548	
1	500-1,000	..	..	..	..	..	3,600	3,600	
1	350-25-600	..	..	..	..	..	..	..

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation		No. of posts	PRESENT				Total
				Grade	Allowances	Annual Average cost	Pensionary charges	
1	2		3	4	5	6	7	8
3	Principal	.. ..	1	(300-15-500-20-600)	..	..	..	..
4	Do	.. ..	6	(250-15-400)	..	..	..	..
5	Tempy.	.. ..	1	(250-15-400)	..	..	..	..
6	Tempy.	.. ..	4	(250-15-400)	..	..	..	..
						3,600	..	3,600

(d) OSMANIA UNIVERSITY ENGINEERING COLLEGE.

1	Principal	.. ..	1	1,500	..	18,000	2,571	20,571
2	Readers	.. ..	3	(350-600)	..	..	..	..
3		.. ..	3	(700-1,200)	..	..	..	..
4		.. ..	1	(500-80-800-40-1,000)	..	..	..	..
5		.. ..	1	(350-15-500-20-600)	..	..	..	..
6		.. ..	1	(250-15-400)	..	..	..	..
7		.. ..	1	(325-25-400-450-25/1-500)	..	..	..	..
..	Total	.. ..	..	..	..	18,000	2,571	20,571

OSMANIA UNIVERSITY MEDICAL COLLEGE.

1	Officer	.. ..	1	1,200-50-1,500	3 (200)	}	..	..	..
2	Do	.. ..	3	600-50-1,200	8 (100) 4. (50)		..	..
3	Do	.. ..	1	600-40-1,200	H.A. 8 (100)		..	..
4	Do	.. ..	5	(250-15-400)	..		..	..
5	Do	.. ..	3	(350-25-600)	..		..	..
6	Tempy.	.. ..	1	350-25-600	..		..	..
7	Do	.. ..	1	500-80-800-40-1,000	..		..	..

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
OSMANIA UNIVERSITY TRAINING COLLEGE.							
*1	Officers	2	350-25-600	.	..	..	*
2	Do	1	350-15-500-20-600	..	..	..	..
CITY INTERMEDIATE COLLEGE.							
1	Officer	1	350-600	200	2,400	..	2,400
2	Do	7	250-15-400	3 (70) 1 (90) 1 (60)	..	.	..
OSMANIA INTERMEDIATE COLLEGE, CHADERGHAT.							
1	Officers	2	250-15-400	1 (100)	1,200	..	1,200
OSMANIA INTER-COLLEGE, AURANGABAD.							
1	Officers	9	(250-15-400)	200	2,400	..	2,400
OSMANIA INTER-COLLEGE, WARANGAL.							
1	Officers	5	250-15-400	1 (200)	2,400	..	2,400
OSMANIA INTER-COLLEGE, GULBARGA.							
1	Officers	5	250-15-400	1 (200)	2,400		2,400
TRANSLATION BUREAU.							
1	Officers . . .	1	500-50-1,000	300	3,600	.	3,600
2	Do .. .	2	350-25-600	..	..	..	..
3	Do	10	250-15-400	..	..	..	..
OSMANIA UNIVERSITY PRESS.							
1	Officer	1	250-15-400	..	..	..	..
NIZAMIA OBSERVATORY.							
1	Officer . . .	1	350-25-600-50-1,000	50	600	..	600
Total Os. Uni. Control		..	..	..	43,200	2,914	46,114

‘F.’—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. (8 and 14)	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
2	350-25-600	..	.	..	..	..	..	..	* Mr. Sajjad Mirza's Post is shown in men's Training College.
1	350-600	..	..	..	..	..	..	..
1	350-600	..	** ..	..	..	..	2,400	2,400	** These allces. will remain intact as they are part-time Lecturership allces.
7	250-15-400	3 (70) 1(90)	.	..	..	..	..	..
		1 (60)							
2	250-400	..	..	..	..	..	1,200	1,200	
9	250-400	..	..	..	..	..	2,400	2,400	
5	250-400	.	..	..	..	..	2,400	2,400	
5	250-400	..	..	..	..	..	2,400	2,400	
1	500-50-1,000	..	..	..	..	..	3,600	3,600	
2	350-25-600	..	..	..	..	..	..	..
10	250-15/1-400	..	..	..	..	..	..	..
1	250-400	..	..	..	..	..	..	..
1	350-1,000	..	..	..	..	..	600	600	
..	..	..	17,960	2,896	20,856	7,158	18,600	25,758	

APPENDIX

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8

NIZAM COLLEGE.

1	Principal ..	1	1,400	100	16,800	2,400	20,400
2	Officers ..	4	500-50-1,000	1 (100) 1 (75)	1,200 38,668 1,200 900	3,524	46,292
3	Do ..	2	350-600-800	1 (50)	600	..	600
4	Do ..	6	350-25-600	..	..	..	..
5	Do ..	1	350-500-600	..	..	..	..
6	Do ..	7	250-15-400	..	..	..	..

MADRAS-E-ALIYA.

1	Officer ..	1	250-15-400	(150)	1,800	..	1,800
2	Do ..	1	300-20-500	1 (60)	720	..	720
3	Doctor ..	1	150-350	..	..	..	..
Total Nizam College Board	61,888	7,924	69,812

ASAFIA LIBRARY.

1	Officer ..	1	250-15-400	..	4,100	586	4,686
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SPECIAL OFFICER, INDUSTRIAL AND TECHNICAL EDUCATION.

1	Do ..	1	1,400	..	16,800	2,400	19,200
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INSPECTOR OF INDUSTRIAL SCHOOLS.

1	Officers ..	2	(300-20/1-500)	..	10,134	1,448	11,582
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OSMANIA TECHNICAL COLLEGE.

1	Officer ..	1	1,500	Allee. 150	18,000 1,800	2,600	24,200
2	Do ..	1	(1,000-50-1,200)	150 ..	1,800..	..	..
3	Do ..	5	(400-25-600)	..	..	..	..
4	Do ..	2	(250-15-400)	..	..	..	..

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-100/1-1,500	..	16,760	2,394	19,154	1,246	..	1,246	
1	1,000-50/1-1,200	..	13,760	1,966	48,870	— 2,578	..	— 2,578	
3	1,200	..	29,000	4,144					
2	500-1000	..	..	..	..	..	600	600	
6	350-800	..	..	..	..	..	..	..
1	350-600	..	..	..	..	..	..	..
7	250-400	..	..	..	..	..	..	..
1	250-15/1-400	..	..	..	..	1,800	..	1,800	
1	300-20-500	..	..	..	..	..	720	720	
1	150-850	..	..	..	..	..	..	..
..	..	..	59,520	8,504	68,024	468	1,320	1,788	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	1,200-50/1-1,500	..	16,760	2,394	19,154	46	..	46	
2	300-25/2-500	..	9,812	1,402	11,214	368	..	368	
1	1,200-50/1-1,500	..	16,720	2,394	19,154	5,046	..	5,046	
1	1,000-50-1,200	..	..	..	..	..	..	..
5	400-600	..	..	..	..	..	..	..
2	250-400	..	..	..	..	..	..	..

APPENDIX

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT					Total
			Grade	Allowances	Annual Average cost	Pensionary charges		
1	2	3	4	5	6	7	8	
SCHOOL OF ARTS AND CRAFTS.								
1	Officer	1	(500-50-1,000)	..	..	..	..
2	Do	1	(300-20-800)	..	..	..	..
INDUSTRIAL AND AGRICULTURAL SCHOOL.								
1	Officer	4	(300-20-500)	2 (50)	1,200	..	1,200	
2	Do	1	(250-15-400)	..	..	..	..
CENTRAL SCHOOL FOR COMMERCIAL AND OFFICE TRAINING.								
1	Officer	1	(250-15-400)	..	..	..	..
Total Industries and Techn. Education control .. ..		..	..	..	44,667	5,724	50,391
MAHBOOBIA GIRLS HIGH SCHOOL.								
1	Officer	1	B.G. 500-25-1,000	Allee. 1 (150) 1 (100)	1,560 3,000	* 220	4,780	
2	Do	5	B.G. (300-25-500)	Allee. 2 (50) 1 (35)	8,600 1,620	515	5,735	
3	Do	5	B.G. (300-25-450)	..	3,585	500	4,085	
4	Do	1	(250-15-400)	..	..	..	..
5	Do	1	(250-10-350)	..	..	..	..
6	Do	2	(150-10-250)	..	..	..	..
Total .. ..		..	..	..	18,865	1,235	14,600
Total 28. Education .. ..		..	..	..	..	..	8,84,480

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings: difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18

1	500-50-1,000	..	..	..	..	..	..	..
1	300-20-800	..	..	..	..	..	..	..

4	300-20-500	..	..	..	..	..	1,200	1,200	
1	250-400	..	..	..	..	..	..	..

1	250-400	..	..	..	..	..	..	..
..	..	..	38,426	5,489	43,915	5,276	1,200	6,476	

1	O.S. 500,-50/1-1000	4,780	..	4,780	* Due to the conversion of Salaries from B.G. Currency into O.S. Currency and deduction of allowances
5	300-500	..	..	.	.	5,785	..	5,785
5	300-450	..	..	..	..	4,085	..	4,085
1	250-400	..	..	..	..	..	..	..
1	250-10-350	.	..	..	..	..	..	..
2	150-250	..	..	..	..	..	..	..
..	..	..	..	.	..	14,600	..	14,600
..	..	..	..	..	..	2,26,802	..	1,07,678
						Net Savings	..	1,07,678	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
24. MEDICINE.							
(a) ALLOPATHIC.							
1	Director ..	1	1,800	M.A. 75	21,000	3,086	25,586
2	Deputy Director ..	1	450-100/5-1,000	200	900		
3	Assistant ..	1	300-50/2-600-	150	8,340	1,191	13,731
4	Lady Deputy Director ..	1	650-50/2-800 (900-1,200)	..	4,200		
					6,000	943	7,543
					13,680	1,955	15,635
5	Residency Surgeon ..	1	..	B.G 500	7,000	1,000	8,000
6	Deputy Director, Health ..	1	450-1,000	..	8,340	1,191	9,531
7	Lady Health Officer ..	1	450-1,000	..	8,340	1,191	9,531
8	Osm. Genl. Hospital Supdt.	1	1,200	200	13,400	1,915	18,315
				50	2,400		
9	Surgeons ..	10	(450-1,000)	3 (200)	600		
				4 (200)	83,400	11,911	1,12,111
					7,200		
					9,600		
10	Asstt. Surgeons ..	9	200-50/5-400	5 (20)	32,400	4,535	38,135
					1,200		
11	R. M. O. —1 ..	1	450-1,000	100	8,340	1,191	11,931
				100	1,200		
12	Woman Assistant Surgeons .	2	(200-50/5-400)	2 (40)	1,200		
					7,200	1,029	9,189
					960		
18	Matron ..	1	300-10-400	..	4,388	619	4,952
14	Pathologist ..	1	(450-1,000)	..	8,840	1,191	9,531
Total ..		..	..	..	2,60,773	32,948	2,98,721

'F'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,500	..	18,000	2,556	20,556	5,080	..	5,080	Officers like the R.M.O.S. of the Os. Genl. Hospital Police, Isolation, Victoria Zenana Hospital, etc., who have to devote their whole time to their duty and to remain with in short distance of their Hospitals will be given P.P. allee. as below, Officer of the rank of C.S. 100 A.S. 50 S.A.S. 30 * This will be a tenure post for a period of 3 years. * 1 (450-1,000) +200 Allowance. Anaesthetist reduced Radiologist 1 (450-100/5-1,000 since converted into 1 (200-25/8-400). (1) In the cadre of Asstt. Surgeons persons with high European qualifications will be given certain credit in service to start them on higher pay, viz., Rs. 300.
1	..	..	..	..	..	..	13,731	13,731
1	300-25/2-500	..	4,906	701	5,607	1,936	..	1,936	
..	..	..	..	..	..	..	15,635	15,635
..	..	..	..	..	..	..	8,000	8,000
*1	400-20/1-740	150	4,956	708	7,464	2,067	..	2,067	
1	200-25/3-400	..	1,800	499	3,992	5,539	..	5,539	
1	1,000	..	3,493	1,711	13,711	4,604	..	4,604	
9	400-20-740	3 (100)	44,604	6,372	61,776	46,343	..	..
1	(200-25/3-400)	3 (200)	3,600	499	3,992		..	46,343	
9	(200-25/3-400)	1 (50)	7,200	4,491	36,528		1,607	1,607	
..	..	..	8,493	..	..	..	11,931	11,931
2	200-25/3-400	1 (50)	31,487	998	8,585	604	..	604	
1	250-10-350	..	600	533	4,260	686	..	686	
..	..	..	3,733	..	..	..	9,531	9,531
..	..	..	1,47,409	19,068	1,66,477	68,416	58,826	1,27,244

APPENDIX

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

24. (b) (2) VICTORIA
ZENANA HOSPITAL.

1	Senior Surgeon ..	1	B.G. 1,200	150 150 50	2,400 14,400 1,800 1,800 600	2,060	28,060
2	Civil Surgeons ..	4	(450-1,000)	1 (100) 1 (200)	83,360 1,200 2,400	4,766	41,726
3	Asstt. Surgeons ..	6	(200-50/5-400)	..	21,600	3,090	24,690
4	English Matron ..	1	(300-10-400)	..	4,333	619	4,952
CITY HOSPITALS.							
5	Civil Surgeons ..	2	(450-1,000)	2 (50) 1 (200)	16,680 3,000	2,382	22,662
6	Assistant Surgeons ..	3	(200-50/5-400)	1 (30)	10,800 360	1,542	12,702
Total ..		..	..	..	1,15,833	14,450	1,29,792

(1-6-31-a) SULTAN BAZAAR.

1	Assistant Surgeons ..	2	(200-400)	..	7,200	1,029	8,229
2	Physicians ..	..	..	2 (150)	..	..	..
3	City Dispensary Surgeon ..	1	450-1,000	1 (100)	8,840 1,200	1,191	10,781
4	Asstt. Surgeons ..	4	200-400	..	14,400	2,055	16,455
5	Surgeon Mahalat Mubarak .	1	(200-400)	..	3,600	514	4,114
Total ..		..	..	..	84,740	4,789	30,529

(1-b-5) DISPENSARY FOR
LUNATICS.

1	Surgeon ..	1	450-1,000	1 (200) 1 (100)	8,840 2,400 1,200	1,190	13,130
2	Asstt. Surgeon ..	1	200-400	..	8,600	514	4,114
Total ..		..	..	..	15,540	1,704	17,244

· F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,000	..	12,000	..	12,000	11,060	..	11,060	(2) Allces. retained in Col. 5 are generally allces. given either for Part-time work or honorary physicians
4	400-20/1-740	1 (100)	19,824 1,200	2,882	23,856	17,870	.	17,870	
6	200-25/3-400	1 (50)	20,958 600	2,904	24,552	188	..	138	
1	250-10/1-350	..	8,788	538	4,266	686	..	686	
*1	(400-20-740)	..	4,956	708	5,664	16,998	..	16,998	* One post of Civil Surgeon of Police Hospital reduced.
3	(200-25/3-400)	..	10,479	1,497	11,976	726	..	726	
..	..	..	73,750	8,504	82,314	47,478	..	47,478	
2	200-25/3-400	..	6,986	998	7,984	245	..	245	
..	..	2 (150)	..	..	..	..	..	..
1	400-20/1-740	1 (100)	4,956 1,200	708	6,864	3,867	..	3,867	
4	200-25/3-400	..	13,972	1,096	15,968	487	..	487	
1	200-25/3-400	..	3,498	499	3,992	122	..	122	
..	..	..	30,607	4,201	34,808	4,721	..	4,721	
1	400-20-740	..	4,956	708	5,664	7,466	..	7,466	
1	200-25/3-400	..	3,498	499	3,992	122	..	122	
..	..	..	8,449	1,207	9,656	7,588	..	7,588	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allow- ances	Annual Average cost	Pension- ary charges	
1	2	3	4	5	6	7	8

(1-b) DISTRICT HOSPITALS.

3	Civil Surgeon ..	15	450-1,000	4 (200)	1,25,100 9,600	1,787	1,36,487
4	Asstt. Surgeons ..	28	200-400	5 (100)	64,800 6,000	9,255	80,055
	Total ..	..	..	..	2,05,500	11,042	2,16,542

(1-b-8).

5	Medical Store ..	1	450-1,000	..	8,340	1,191	9,581
6	Chemical Analyser ..	1	450-1,000	1 (200) 1 (100)	8,340 2,400 1,200	1,191	18,181
7	Bacteriology Assistant ..	1	200-400	1 (50)	3,600 600	514	4,714
8	Medl. Inspection of Schools Inspector ..	1 ..	(200-50/2-400)	1 (60) 1 (50)	3,600 720 600	560	5,480
9	T. B. Specialist ..	1	450-1,000	1 (100) 1 (100) 1 (50)	8,340 1,200 1,200 600	1,191	12,581
10	Asstt. Surgeons ..	2	200-50/5-400	..	7,200	1,028	8,228
11	Nutrition Scheme ..	1	450-1,000	1 (200)	8,340 2,400	1,191	11,981
18	Touring Ophthalmic Dispensary.	1	450-1,000	..	8,340	1,191	9,581
	Total ..	..	..	..	67,020	8,057	75,077
1	Sanitary Inspector O. S. Genl. Hospital.	1	85-1/1-60	..	561	80	641
2	Do Sub-Inspector do	1	80-1/1-50	..	480	69	549
3	Supdt. Electricity, Osmania Hospital.	1	75-5/1-125	..	1,266	181	1,447
4	Statistics Clerk ..	1	90-5/1-120	..	1,316	188	1,504
5	Theatre Attendants ..	6	20-1/1-25	..	1,080	420	2,100
6	Ward Dressers ..	18	15-1/5-20	..	3,888	556	4,444
7	Asstt. Matrons ..	7	100-10/1-200	..	13,580	1,988	15,468

'F.'

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
15	400-740	..	74,340	10,620	84,960	51,527	..	51,527	
28	200-25/3-400	..	97,804	13,972	1,11,776	31,721	..	31,721	
..	..	..	1,72,144	24,592	1,96,736	19,806	..	19,806	
1	400-740	..	4,956	708	5,664	3,867	..	3,867	
1	500-30/1-800	..	8,200	1,171	9,371	3,760	..	3,760	
1	200-25/3-400	..	3,498	499	3,992	722	..	722	
..	..	..	..	..	..	..	5,480	5,480	
1	400-20-740	..	4,956	708	5,664	6,867	..	6,867	
2	200-25/3-400	..	6,986	998	7,984	244	..	244	
..	..	..	..	..	..	..	11,981	11,981	
1	400-20-740	..	6,986	998	7,984	1,547	..	1,547	
..	..	..	85,577	5,082	40,659	17,007	17,411	34,418	
..	..	..	..	..	..	..	641	641	
..	..	..	..	..	..	..	549	549	
..	..	..	..	..	..	..	1,447	1,447	
..	..	..	..	..	..	..	1,504	1,504	
6	15-1/3-20	..	1,280	182	1,462	638	..	638	
18	15-1/3-20	..	3,840	550	4,390	54	..	54	
7	100-25/6-175	..	8,890	1,270	10,160	5,303	..	5,303	

Financial Statement showing Total Savings to be effected by

1. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allow- ances	Annual Average cost	Pension- ary charges	
1	2	3	4	5	6	7	8
8	Store-Keeper, Victoria Zenana Hospital.	1	75-5/1-100	..	1,100	157	1,257
9	Linen Keeper Victoria Zenana Hospital	1	50-5/1-75	..	800	114	914
10	Electrician	1	70-5/1-100	..	943	135	1,078
1	Sanitary Sub-Inspector ..	1	30-1/1-50	..	480	68	548
2	Sanitary Asstt. ..	1	90-5/1-120	..	1,316	188	1,504
3	Allee. to Mr. Razzack .. ..	..	..	1 (30)	360	..	360
4	Female Ward Assistant ..	33	15-1/5-20	..	7,128	1,018	8,146
5	Sanitary Inspector ..	1	80-7/2-150	..	1,380	197	1,577
6	Attendants, Jalna Lunatic Hospital	2	20	..	480	69	549
7	Attendants	18	16	..	3,456	402	3,948
8	Attendants	6	15	..	1,080	144	1,224
	Total .. ..	..	..	..	11,244	6,009	47,253
	Total (A) Allopathic .. ..	..	..	..	7,10,150	79,008	8,19,158

B. UNANI.

3	(b) Nizamat Unani	1	500-50/1-700	2 (50)	1,200	..	1,200
4	Assistant	1	200-25/2-400	..	..	..	..
5	.. ..	1	200	..	2,400	343	2,743
3	Nizamia General Hospital ..	2	(700)	1 (50)	16,800	2,400	19,800
7	Assistants	5	200-25/2-400	..	..	..	..
3	Unani City Dispensary Hakims.	2	200-25/2-400	1 (50)	600	..	600
1	Unani Nizamia Medical College Officer.	1	700	1 (200)	8,400 2,400	1,200	12,000
1	Do	2	200-25/2-400	2 (100)	2,400	..	2,400
	Assistant Surgeon ..	1	200-50/5-400	1 (100)	1,200	..	1,200
1	Peshi Mubarak Hospital Officer.	1	200-25/2-400	..	..	..	..
	Total .. ..	..	..	..	36,000	3,943	39,943

F.

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
..	..	..	..	..	..	..	1,257	1,257	
..	..	..	..	..	..	..	914	914	
..	..	..	..	..	..	..	1,078	1,078	
..	..	..	..	..	..	..	548	548	
..	..	..	..	..	..	..	1,504	1,504	
..	..	..	..	..	..	..	360	360	
33	15- $\frac{1}{2}$ -20	..	7,040	1,006	8,046	100	..	100	
..	..	..	..	..	..	..	1,577	1,577	
1	15- $\frac{1}{2}$ -20	..	218	71	284	265	..	265	
18	15- $\frac{1}{2}$ -20	..	3,834	548	4,382	— 434	..	— 434	
6	15- $\frac{1}{2}$ -20	..	1,278	188	1,461	— 237	..	— 237	
..	..	..	26,375	8,810	30,185	5,698	11,479	17,068	
..	..	..	4,04,811	69,328	5,60,835	1,70,705	87,718	2,58,323	
1	500-700	..	..	..	..	1,200	..	1,200	* If the post is held by a whole-time officer his pay will be Rs. 500-50/1-700.
1	..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	2,743	2,743	
2	500-50/1-700	..	15,520	2,217	17,737	2,063	..	2,063	If the post of the Principal is held by the Nazim Unani Department in addition to his duties he will receive Rs. 100 p.m. as Principal's allowance.
5	200-25/2-400	..	..	..	..	..	..	..
2	200-25/2-400	..	..	..	..	..	600	600	
*1	500-50/1-700	1 (100) Principal's allowance 1,200	7,760	1,008	9,968	2,032	..	2,032	
2	200-25/2-400	..	..	..	..	..	2,400	2,400	
1	200-50/5-400	..	..	..	..	1,200	..	1,200	
1	200-25/2-400	..	..	..	..	..	..	..
..	..	..	24,480	8,225	27,705	6,495	5,743	12,238	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8
	C. PUBLIC HEALTH AND SANITATION.						
1	Officers	16	200-400	1 (30) 11 (50) 5 (100) 1 (50)	57,600 360 6,600 6,000	8,230	79,800
2	Baghat District Officer ..	1	200-400	1 (50)	3,600 600	515	4,715
3	Frontier Villages Officers ..	2	(200-400)	2 (50)	7,200 1,200	1,300	9,700
4	Isolation Hospital ..	1	200-400	1 (50)	3,600 600	515	4,715
5	Bureau of Epidemic preventive measures and Statistics Officer.	1	450-1,000	1 (200)	8,340 2,400	1,190	11,930
1	Plague Campaign ..	1	450-1,000	1 (200) 1 (50)	8,340 2,400	1,791	13,131
2	Asstt. Surgeon	1	200-400	1 (50)	3,600 600	515	4,715
1	Anti-Malaria Officer ..	1	450-1,000	1 (200) 1 (50)	8,340 2,400	1,191	12,531
2	Entomologist	1	200-400	1 (30)	3,600 360	515	4,475
3	Anti-Malaria, Nizamsagar ..	1	200-400	1 (30)	3,600 360	515	4,475
4	Leprosy Hospital Officer ..	1	200-400	1 (50)	3,600 600	515	4,715
	Total .. ..	..	..	..	1,38,060	16,790	1,54,850
	Total (24) Medical ..	..	..	..	..	..	10,13,951

'F.'—(Continued).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings: difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
16	200-25/3-400	..	55,888	7,984	63,872	15,518	..	15,518	
1	200-25/3-400	..	3,493	499	3,992	723	..	723	
2	200-25/3-400	..	6,986	998	7,984	1,716	..	1,716	
1	200-25/3-400	..	3,493	499	3,992	723	..	723	
1	400-20-740	..	4,956	708	5,664	6,266	..	6,266	
..	..	..	..	..	..	..	18,131	18,131	
1	200-25/3-400	..	3,493	499	3,992	722	..	722	
1	400-740	..	4,956	708	5,664	6,867	..	6,867	
1	200-25/3-400	..	3,493	499	3,992	483	..	483	
1	200-25/3-400	..	3,493	499	3,992	483	..	483	
1	200-25/3-400	..	3,493	499	3,992	722	..	722	
..	..	..	93,744	18,892	1,07,136	34,588	18,131	47,714	
.	..	..			6,95,676			8,18,275	
						Net Savings ..		8,18,275	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					Total
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	
1	2	3	4	5	6	7	8
25.—ECCLESIASTICAL.							
1	Clerk, Sadurus Sudur	1	250	..	8,000	428	3,428
2	Sadaratul-Aliya .	1	300-50/2-800	25	6,600	942	7,842
					300		
3	Nazim ..	1	900-50/1-1,200	100	18,160	1,880	10,240
					1,200		
4	Assistant Nazim	1	300-800	75	6,600	943	8,443
					900		
5	Do	1	250-15-400	..	4,100	586	4,686
6	Do	1	300-50/2-600	1 (50)	5,720	817	7,137
					600		
7	Imam ..	1	200	..	..	..	..
8	Clerks ..	2	45-5/2-90	..	1,644	234	1,878
9	Peons ..	3	15-1/3-20	..	639	91	730
10	Steno Allowance	..	..	1 (25)	800	48	348
11	Over-time Allowance	..	..	1 (15)	180	..	180
12	Supdt., Sadaratul-Aliya	1	180-10/1-300	..	3,008	429	3,437
13	Asstt. Superintendents	2	100-4/1-160	..	3,200	457	3,657
14	Clerks	5	40-80	..	3,600	514	4,114
15	Clerk	1	80-2/1-100	..	1,106	158	1,264
16	Jamadar	2	25-1/3-30	..	667	97	764
17	Peons	12	15-1/3-20	..	2,560	366	2,926
	Total	..	..	..	59,084	7,985	67,069

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
..	..	..	..	..	..	..	3,428	3,428	
..	..	..	..	..	..	..	7,842	7,842	
1	800-50/2-1,150	..	11,980	1,711	13,691	2,549	..	2,549	
1	200-25/3-400	.	3,493	499	3,992	4,451	..	4,451	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
..	..	..	..	..	.	..	7,137	7,137	
1	200	..	..	..	..	..	..	..
..	..	..	..	..	..	..	1,878	1,878	
..	.	..	..	..	..	..	730	730	
..	..	..	..	..	..	..	343	343	
..	..	..	..	..	..	..	180	180	
..	..	..	..	..	..	..	3,437	3,437	
..	..	..	..	..	.	..	3,657	3,657	
..	..	..	..	..	.	..	4,114	4,114	
..	..	..	..	..	..	..	1,264	1,264	
1	20-1/3-24	..	268	38	306	458	.	458	
..	..	..	..	..	..	..	2,926	2,926	
..	..	..	19,234	2,747	21,981	8,152	36,936	45,088	
						Net Savings ..		45,088	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual Average cost	Pensionary charges	
1	2	3	4	5	6	7	8
26.—AGRICULTURE.							
1	Director ..	1	1,500	..	18,000	2,571	20,571
2	Registrar ..	1	250-15/1-400	..	4,100	586	4,686
3	Deputy Director.	1	400-40/1-800	..	7,732	1,105	8,837
4	Assistants ..	2	250-15/1-400	..	8,200	1,171	9,371
5	Economic Botanist ..	1	400-40/1-800	..	7,732	1,105	8,837
6	Agl. Chemist ..	1	400-40/1-800	..	7,732	1,105	8,837
7	Cotton Research Botanist ..	1	400-40/1-800	..	7,732	1,105	8,837
8	Do ..	3	250-15/1-400	..	12,300	1,757	14,057
9	Do ..	1	250-15/1-400	..	4,600	657	5,257
10	Do ..	1	250-15/1-400	..	4,100	586	4,686
11	Entomologist. .	1	400-40/1-800	..	7,732	1,105	8,837
12	Asstt. do ..	2	250-15/1-400	..	8,200	1,171	9,371
13	Machinery Boring Officer ..	1	250-15/1-400	..	4,100	586	4,686
14	Agrl. Research Officer ..	1	400-40/1-800	..	7,732	1,105	8,837
15	Soil Research Officer ..	1	250-15-400	..	4,100	586	4,686
16	Manure Scheme Officer ..	1	B.G. 250-15-400	..	4,686	669	5,355
17	Cotton Research Officer ..	1	200-300	..	..	..	..
18	Techl. Assistant for Castor Crop.	1	250-15-400	..	4,100	586	4,686
19	Asstt. Economic Botanist ..	1	250-15-400	..	4,100	586	4,686
20	Temporary Officers for preparation of Scheme ..	1	250-15-400	..	4,100	586	4,686
B.—PROPAGANDA.							
21	Director ..	1	900-50/1-1,200	..	13,160	1,880	15,040
22	Personal Assistant ..	1	250-15/1-400	..	4,100	586	4,686
23	Deputy Directors ..	2	400-40-800	..	15,464	2,209	17,673
24	Assistants ..	2	250-15/1-400	..	8,200	1,171	9,371
25	Marketing Officer ..	1	400-40/1-800	..	7,732	1,105	8,837
26	Marketing Survey Officer .	1	250-15/1-325	..	3,000	514	4,114
27	Peons ..	3	15-1/3-20	..	689	91	730
Total ..		..	..	..	1,83,973	26,283	2,10,256

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200-50/1-1,500	..	16,760	2,394	19,154	1,417	..	1,417	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	600-50/2-900	..	9,320	1,331	10,651	— 1,814	..	— 1,814	
2	200-25/3-400	..	6,986	998	7,984	1,387	..	1,387	
1	350-25/1-750	..	6,813	973	7,786	1,051	..	1,051	
1	350-25/1-750	..	6,813	973	7,786	1,051	..	1,051	
1	350-25/1-750	..	6,803	973	7,786	1,051	..	1,051	
3	200-25/3-400	..	10,479	1,497	11,976	2,081	..	2,081	
1	200-25/3-400	..	3,493	499	3,992	1,265	..	1,265	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	350-25-750	..	6,813	973	7,786	1,051	..	1,051	
2	200-25/3-400	..	6,986	998	7,984	1,387	..	1,387	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	350-25/1-750	..	6,813	973	7,786	1,051	..	1,051	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	200-25/3-400	..	3,493	499	3,992	1,363	..	1,363	
1	200-300	..	..	..	..	..	..	..
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
..	..	..	..	..	..	..	15,040	15,040	
..	..	..	..	..	..	..	4,685	4,685	
2	600-50/2-900	..	18,640	2,663	21,303	— 3,630	..	— 3,630	
2	200-25/3-400	..	6,986	998	7,984	1,387	..	1,387	
1	350-25/1-750	..	6,813	973	7,786	1,051	..	1,051	
1	200-10/1-300	..	3,133	449	3,582	532	..	532	
1	25-1/3-30	..	333	48	381	349	..	349	
..	..	..	1,51,938	21,705	1,73,643	16,888	19,725	36,613	
						Net Savings			

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
M. H. 27.—VETERINARY.							
1	Director	1	1,000	..	12,000	1,714	13,714
2	Registrar	1	300-25/2-400	..	4,360	623	4,983
3	Asstt. Stud Farm ..	1	250-25/2-500	..	4,500	643	5,143
4	Cattle Breeding Farm Officer	1	250-15/1-400	..	4,100	586	4,686
5	Assistant Directors ..	3	250-25/2-500	..	13,500	1,929	15,429
6	Do	2	250-25/2-500	P.A.	10,160	1,628	13,588
			-25/1-650	1 (100)	1,200		
				1 (50)	600		
7	Vet. Inspector	2	150-5-200	..	4,333	619	4,952
8	Accountant	1	80-4/2-120	..	1,200	172	1,372
9	Clerk	1	70-2/2-90	.	960	137	1,097
10	Daroga	1	70	..	840	120	960
11	Clerks	3	80-60	..	1,620	232	1,852
12	Fitters	22	1 (40) 2 (25) 2 (20) 1 (15) 13 (12) 3 (6)	..	3,828	547	4,375
13	Clerk	1	40-80		720	103	823
14	Menials (Technical) ..	2	18-1/5-23		485	69	554
15	Menials do	96	8 (15-19) 12 (12-15) 68 (10) 6 (8) 1 (18-24) 2 (25) 4 (12-15) Sub-Pay 1 (2)		18,048	1,864	14,912
16	Allowances .. ..	..	..	35 (5)	3,100	..	3,100
17	Duty Allowance .. ..	..	..	1 (75)	900	129	1,029
18	H. R. allowance .. ..	..	..	1 (20)	240	..	240
19	Jamadar	1	25-1/8-30	..	333	48	381
20	Peons	3	15-1/8-20	..	640	91	731
21	Reduction in T. A. and contingencies due to abolition of Stud Farm						80,661
	Total .. ..		..	..	82,667	11,249	1,74,577

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1,150	..	11,980	1,711	13,691	23	..	23	
1	4,983	4,983	
..	5,143	5,143	
1	200-25/3-400	..	3,493	499	3,992	694	..	694	
3	200-25/3-400	..	10,479	1,497	11,976	3,453	..	3,453	
2	300-25/2-500	..	9,812	1,402	11,214	2,369	..	2,369	
..	4,952	4,952	
..	1,372	1,372	
..	1,097	1,097	
..	960	960	
..	1,852	1,852	
..	4,375	4,375	
..	823	823	
..	554	554	
..	14,912	14,912	
..	3,100	3,100	
..	1,029	1,029	
..	240	240	
..	381	381	
..	731	731	
..	80,661	80,661	
..	35,764	5,109	40,873	6,539	1,27,165	1,33,704	
						Net Savings	1,00,000		

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

28.—CO-OPERATIVE.

1	Registrar	..	1	1,200	L. A. 1 (100)	14,400	2,057	16,457
2	Joint Registrar..	.	1	900-1,200	L. A. 1 (100)	13,160	1,880	15,040
3	Selection grade	..	2	650-50/2-800	..	17,060	2,566	20,526
4	Assistants ..	.	1	300-50/2-600	..	5,720	817	6,537
5	Do	..	6	250-25/3-350	..	22,210	3,177	25,417
6	Personal Assistant	..	1	300-50/2-600	L. A. 1 (100)	5,720	817	6,537
7	Chief Auditor	..	1	250-25/3-350	..	3,707	529	4,236
8	L.-A. Land Revenue	..	3	300-50/2-600	..	17,160	2,451	19,611
9	Sales Officer	..	1	250-25/2-350	..	3,707	529	4,236
10	Jamadar ..	..	1	25-1/3-30	..	338	48	381
	Total	..		..	..	1,04,107	14,871	1,18,978

'F.'

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
1	800-50/2-1,150	..	11,980	1,711	13,691	2,766	..	2,766	
..	..	..	..	..	..	..	15,040	15,040	
2	300-25/2-500	..	9,812	1,402	11,214	9,312	..	9,312	
1	300-25/2-500	..	4,906	701	5,607	930	..	930	
6	200-25/3-400	..	20,958	2,994	23,952	1,465	..	1,465	
1	250-25/3-350	..	3,707	523	4,230	2,307	..	2,307	
1	200-400	..	3,493	499	3,992	244	..	244	
3	300-25/2-500	..	14,718	2,103	16,821	2,790	..	2,790	
1	200-25/3-400	..	3,493	499	3,992	244	..	244	
1	20- $\frac{1}{2}$ -24	..	268	38	306	75	..	75	
..	..	..	73,835	10,470	83,805	20,133	15,040	35,173	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

29.—MISCELLANEOUS AND MINOR DEPARTMENTS.**ARCHAEOLOGY & MUSEUM.**

1	Director Archaeology Museum & Survey.	1	800-50-1,200	M. A. 1 (50)	12,040 600	1,806	15,046
2	Curator ..	3	200-10-300	..	..	..	..
3	Assistant Director ..	1	300-25/2-500	..	..	..	..
4	Superintendent Museum ..	1	300-20-500	..	5,067	724	5,791
	Total ..		..	..	18,307	2,530	20,837

BROADCASTING.

1	Director Broadcasting ..	1	500-50-1,000	..	9,000	1,381	11,047
2	Wireless Engineer ..	1	500-50/1-1,000	..	9,000	1,381	11,047
3	Assistant Controller	1	250-25/2-100	..	4,060	580	4,640
4	Station Director Hyderabad.	1	500-30/1-800	..	8,200	1,171	9,371
5	Station Engineer ..	1	450-50/2-700	..	7,233	1,032	8,205
6	Assistant Engineers ..	3	250-25/3-400	..	12,180	1,740	13,920
7	News Editor ..	1	300	..	3,600	514	4,114
8	District Controller ..	1	300-25/2-500	..	4,908	701	5,609
9	Station Engineer ..	1	300-600	..	5,720	817	6,537
10	Assistant Engineer ..	1	250-400	..	4,060	580	4,640
11	Chief Licensing Inspector ..	1	150-10/1-270	..	2,648	378	3,026
12	Licensing do ..	2	100-4/1-160	..	3,200	457	3,657
13	Music Executive ..	1	100-4/1-160	..	1,000	228	1,228
14	Tech. Assistant ..	2	100-7½/1-175- 10/1-205	..	3,856	551	4,407
15	Wireless Operator ..	1	do	..	1,928	275	2,203
16	Transport Clerk ..	1	60-80	..	818	116	929
17	Van Operator ..	1	40	..	480	68	548

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pension-ary charges	Total				
9	10	11	12	13	14	15	16	17	18

1	800-50/2-1,150	..	11,980	1,711	13,691	1,355	.	1,355
*3	200-10-300	..	..	..	..	..	..	..
1	300-25/2-500	..	..	..	.	.	..	.
1	300-25/2-500	..	4,906	701	5,607	184	..	184
..	..	..	16,886	2,412	19,298	1,539	..	1,539

[illegible]

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual Average cost	Pensionary charges	
1	2	3	4	5	6	7	8
18	Pass Checking Clerks ..	2	35-70	..	1,260	180	1,440
19	Tech. Assistant ..	1	50	..	600	86	686
20	Peons ..	18	15-1/3-20	..	3,834	548	4,382
21	Allowances ..	5	(25) each.	..	1,500	..	1,500
22	Aloft Allowances ..	3	(15) „	..	540	..	540
23	Cycle do ..	1	(10) „	..	120	.	120
	Total ..		..	..	91,672	12,784	1,04,456

ELECTRICAL INSPECTOR.

1	Electrical Inspector ..	1	700-100/3-1,200	M. A. 1 (50)	11,783 600	1,676	13,409 600
2	Supervisor ..	2	160-10/1-270	..	5,424	775	6,199
3	Head Clerk ..	1	110	..	1,320	189	1,509
	Total ..		..	..	19,077	2,640	21,717
	Major Head 29.—Miscellaneous		& Minor Departments		1,47,010		

'F.'—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18
..	1,440	1,440	
..	686	686	
..	4,382	4,382	
..	1,500	1,500	
..	540	540	
..	120	120	
..	43,884	6,952	50,836	12,667	40,953	53,620	
..	14,009	14,009	
..	6,199	6,199	
..	1,509	1,509	
..	21,717	21,717	
..	70,134	..	..	76,876	
						Net Savings	..	76,876	

APPENDIX

Financial Statement showing Total Savings to be effected by

1. No.	Designation	PRESENT					
		No. of posts	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8

30. MUNICIPALITIES
AND PUBLIC IMPROVEMENTS.

1	City Improvement Board ..	1	2,000	..	..	.	..
2	Prince's Honorarium						
2	Superintending Engineer ..	1	(1,200-1,500)	..	16,760	2,804	19,154
3	Engineers	2	400-25-700	..	13,840	1,977	15,817
4	Sub-Engineers	2	300-25/2-500	..	9,812	1,420	11,214
5	Chief Superintendent ..	1	300-10-350	..	4,000	571	4,571
6	Public Garden Officer ..	1	(325-500)	..	5,000	727	5,817
7	Water Works Officer Senior Engineer.	1	600-1,200	..	10,960	1,566	12,526
8	Junior Scale Engineer ..	1	400-600	..	6,320	903	7,223
9	Executive Engineer ..	1	600-1,200	..	10,960	1,566	12,526
0	Assistant Engineers ..	2	400-25-600	..	12,640	1,803	14,446
1	Sub-Engineer	1	325-25/2-500	..	5,000	727	5,817
12	Supdt. Disposal works ..	1	300-25-500	..	5,120	781	5,851
	Total .. ..	..	..	..	1,00,592	14,370	1,14,962

F.—(Contd.,)

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	PROPOSED					Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
	Grade	Allowances	Annual average cost	Pensionary charges	Total				
9	10	11	12	13	14	15	16	17	18

1	2,000	..	..	..	..	..	..	..
1	1,000-50/1-1,250	..	14,000	2,000	16,000	3,154	..	3,154	
2	300-50/3-500	..	9,812	1,402	11,214	4,603	.	4,603	
2	200-15/2-350	..	6,600	942	7,542	3,672	..	3,672	
..	..	..	..	.	..	..	4,571	4,571	
1	200-25/3-400	.	3,493	499	3,992	1,825	..	1,825	
1	500-50/2-850	..	8,120	1,160	9,280	3,246	..	3,246	
1	300-50/3-500	..	5,013	716	5,729	1,494	.	1,494	
1	500-50/2-850	..	8,120	1,160	9,280	3,246	..	3,246	
2	300-50/3-500	..	10,026	1,432	11,468	2,988	..	2,988	
1	200-15/2-350	..	3,300	471	3,771	2,046	..	2,046	
1	200-15/2-350	..	3,300	471	3,771	2,080	..	2,080	
..	.	..	71,684	10,253	82,037	28,354	..	32,925	
						Net Savings	..	32,925	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of post	Grade	Allowances	Annual Average cost	Pensionary charges	Total
1	2	3	4	5	6	7	8
31. BUILDINGS AND COMMUNICATIONS AND 32. IRRIGATION.							
1	Consulting Engineer ..	1	1,500	..	..	..	..
2	Chief Engineer and Secy. to Government.	1	1,800	P.A.	21,000	3,420	27,420
3	Joint Secy. ..	1	900-50-1,200	1 (200) D.A.	2,400 13,180	2,223	17,783
4	Asstt. Chief Engineers ..	2	600-100/3-1,200	1 (200) ..	2,400 21,920	3,131	25,051
5	Asstt. Secy. ..	1	300-50-2-800	..	6,600	943	7,543
6	Asstt. Architect ..	1	600-100/3-1,200	..	10,960	1,565	12,525
7	Sub-Engineers ..	3	325-25/1-400	..	15,270	2,181	17,451
8	Registrars ..	2	450-25/2-500 300-25/2-400	..	8,720	1,240	9,960
9	Chief Architect ..	1	1,500	1 (500)	18,000	3,429	27,429
10	Deputy Architect ..	1	600-1,200	1 (75) 4 (50)	6,000 10,960 900	1,565	15,825
11	Asstt. do ..	3	400-600	..	2,400 18,960	2,709	21,669
12	Draftsmen ..	2	325-450-500	2 (50)	10,180	1,454	12,834
13	Superintending Engineers ..	4	1,500	..	1,200 72,000	10,429	82,429
14	Asstt. Engineers ..	4	400-25-600	4 (50)	25,280	3,611	31,291
15	Construction Senior Scale Engineers.	12	600-100/3-1,200	..	2,400 1,31,520	18,789	1,50,809
16	Junior Scale Engineers ..	20	400-25-600	..	1,26,400	18,057	1,44,457
17	Sub-Engineers ..	12	325-25/2-400- 450-25/2-500	..	61,080	8,720	69,806
18	Palace Executive Engr. ..	1	600-1,200	..	10,960	1,565	12,525
19	Sub-Engineer ..	1	325-500	..	5,090	727	5,817
20	Mechanical Engineer ..	1	600-100/3-1,200	..	10,960	1,565	12,525
21	Junior Scales Engineers ..	2	400-25/1-600	..	12,640	1,806	14,446
22	T.R.S. Division Irrigation ..	1	600-100/3-1,200	..	10,960	1,565	12,525
23	Do ..	1	400-25-600	..	6,320	908	7,228
24	Peons ..	35	15-1-20	..	7,467	1,067	8,534
Total ..		..	..	..	6,54,500	..	..

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED			Total	Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings, difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pensionary charges					
9	10	11	12	13	14	15	16	17	18
1	1,500	..	.	..	..	..	..	..	in ge.
1	1,000	..	19,200	2,743	21,943	5,486	.	5,486	
1	1,300	..	15,600	2,229	17,829	46	.	46	
2	500-50/2-850	..	16,240	2,320	18,560	6,491	..	6,491	
1	300-25/2-500	100	5,013	713	5,726	1,8		1,817	
..	..	..	..	..	.		12,525	12,525	
3	200-15/2-350	..	9,900	1,414	11,314	6,137	..	6,137	
1	200-25/3-400	..	3,493	499	3,992	5,974	..	5,974	
1	1,000-50/1-1,250	..	14,000	2,000	16,000	11,429		11,429	
1	500-50/2-850		8,120	1,160	9,280	6,545	.	6,545	
3	300-50/3-500	..	15,039	2,148	17,187	4,482	..	4,482	
2	200-15/2-350	..	6,600	942	7,542	5,292	..	5,292	
4	1,000-50/1-1,250	..	56,000	8,000	64,000	18,429	..	18,429	
..	..	..	..	..	..	..	31,291	31,291	
12	500-50/2-850	..	97,440	13,920	1,11,360	38,949		38,949	
20	300-50/3-500	..	1,00,200	14,320	1,14,580	29,877	..	29,877	
12	200-15/2-350	..	39,060	5,652	45,252	24,554	..	24,554	
1	500-50/2-850	.	8,120	1,160	9,280	3,245	..	3,245	
1	200-15/2-350	..	3,300	471	3,771	2,046	..	2,046	
1	500-850	..	8,120	1,160	9,280	3,245	..	3,245	
2	300-50/3-500	..	10,026	1,432	11,458	2,988	..	2,988	
1	500-850	..	8,120	1,160	9,280	3,245	..	3,245	
1	300-50/3-500	..	5,013	716	5,729	1,494	..	1,494	
..	..	..	..	..	.	..	8,584	8,584	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	PRESENT					
		No. of posts	Grade	Allow- ances	Annual Average cost	Pension- ary charges	Total
1	2	3	4	5	6	7	8

**34. ELECTRICITY
DEPARTMENT.**

1	Director ..	1	1,500 M.A.100		18,000 1,200	2,571	21,771
2	Deputy Director ..	1	900-50/1-1,200	100	18,160 1,200	1,880	16,240
3	P. A. to Director ..	1	400-25/1-600	1 (50)	6,320 600	908	7,828
4	Mechanical Engineer ..	1	400-25/1-700	50	6,880 600	983	8,463
5	Electrical Engineer ..	1	400-25/1-700	2 (50)	6,880 1,200	983	9,063
6	Mains Superintendent ..	1	400-25/1-700	2 (50)	6,880 1,200	983	9,063
7	Consumer's Engineer ..	1	300-25/1-600	2 (50)	5,720 1,200	817	7,737
8	Asstt. Mains Superintendent.	1	400-25/1-700	50	6,880 600	983	8,463
9	Asstt. Engineer ..	1	400-25-600	50	6,320 600	108	7,828
10	Registrar ..	1	300-600	..	5,720	817	6,537
	Total ..	..		..	91,160	11,823	1,02,983

F.—(Contd.).

Retrenchment of Posts, etc., and Revision of Scales of Salaries.

No. of posts	Grade	PROPOSED				Savings due to conversion of posts	Savings due to retrenchment of posts	Total Savings : difference between Col. 8 and 14	Remarks
		Allowances	Annual average cost	Pension-ery charges	Total				
9	10	11	12	13	14	15	16	17	18
1	1,200 50/1-1,500	..	16,760	2,394	19,154	2,617	..	2,617	In consultation with F.D. the following changes have been made in the Gazetted staff of the Electy. Dept. (1) Mechanical Engineer 400 25/1-600. (2) Electrical Engineer 400-25/1 600. (3) P.A. to Director 250-25/1-400. (4) Asstt. Cons. Engr. abolished. (5) The Post of consumer Engr. will be abolished shortly.
1	1,000-50/1-1,250	..	14,000	2,000	16,000	240	..	240	
..	..	..	..	..	..	..	7,823	7,823
1	500-50/2-850	..	8,120	1,160	9,280	— 317	..	— 317	
1	500-50/2-850	..	8,120	1,160	9,280	— 217	..	— 217	
1	300-50/3-500	..	5,013	716	5,729	3,334	..	3,334	
1	300-50/3-500	..	5,013	716	5,729	2,008	..	2,008	
1	200-15/2-350	..	3,300	471	3,771	4,692	..	4,692	
1	200-15/2-350	..	3,300	471	3,771	4,052	..	4,052	
..	..	..	..	..	..	..	6,537	6,537
..	..	..	68,626	9,088	72,714	15,909	14,860	30,269
						Net Savings	..	30,269	

Financial Statement showing Total Savings to be effected by

Srl. No.	Designation	No. of posts	PRESENT				Total
			Grade	Allowances	Annual Average cost	Pensionary charges	
1	2	3	4	5	6	7	8

36. PRINTING.

1	Director ..	1	700-100 3-1,200	200 100 40	11,733 2,400 1,200 480	1,678	17,480
2	Assistant ..	1	300-50 2-600	..	5,720	817	6,537
3	Assistant ..	1	250-15-400	..	1,100	588	4,688
4	Wages Personal ..	1	250-10-350	..	3,783	538	4,266
5	Asstt. Dir. Nastaliq ..	1	200-25 3-400	..	..	..	..
Total ..		..	..	..	20,366	3,612	32,978

38. INDUSTRIAL (C. & I. DEPT.)

1	Officers ..	1	1,200	150	14,400 1,800	2,057	18,257
2	Do ..	1	300-50/2-600	40	5,720 480	817	7,017
3	Do ..	2	700-1,200	..	21,800	3,543	28,343
4	Do* ..	2	300-50/2-600	..	11,440	1,084	13,074
5	Village Industrial Institute Officer.	1	300-20-400	..	1,400	629	5,029
6	Demonstration work in District.	1	250-15-400	..	1,100	588	4,688
7	Cottage Industries Sales Depot Officer.	1	200	..	..	..	..
8	Industrial Laboratory Officer.	1	500-50-1,000	200	2,400	..	2,400
9	Do ..	5	250-15-400	..	20,500	2,929	28,429
10	Chief Inspector of Factories and Boilers	1	700-100/3-1,200	..	12,400	1,771	14,171
11	Officer ..	1	(300-600)	..	5,720	817	6,537
12	Do ..	1	260-15-500	..	4,688	669	5,857
13	Do ..	1	200-20-400	..	3,867	552	4,419
14	Teacher ..	1	100-10/1-150	..	1,600	229	1,829
15	Do ..	1	100-5/1-125	..	1,400	200	1,600

Posts, etc., and Revision of Scales of Salaries.

PROPOSED			Savings due to conversion of posts	Savings, due to retrench- ment of posts	Total Savings ; difference between Col. 8 and 14	Remarks
Annual average cost	Pension- ary charges	Total				
12	13	14	15	16	17	18
8,120	1,160	9,280	8,209	..	8,209	
3,493	499	3,992	2,545	..	2,545	
3,493	499	3,992	694	.	694	
3,493	499	3,992	274	..	274	
..	
18,599	2,657	21,256	11,722	..	11,722	
			Net Savings	..	11,722	
16,700	2,894	19,594	897	..	897	
3,493	499	3,992	3,025	..	3,025	
16,240	2,320	18,560	..	9,783	9,783	
..	..	..	..	13,074	13,074	
..	..	..	..	5,029	5,029	
..	..	..	..	4,683	4,683	
..	
..	..	..	..	2,400	2,400	
17,465	2,495	19,960	3,469	..	3,469	
8,120	1,160	9,280	4,891	..	4,891	
4,906	701	5,607	930	..	930	
4,200	600	4,800	557	..	557	
3,493	499	3,992	427	..	427	
..	..	..	..	1,829	1,829	
..	..	..	..	1,600	1,600	

APPENDI

Financial Statement showing Total Savings to be effected

Srl. No.	Designation		No. of posts	Grade	PRESENT			Total
					Allow- ances	Annual Average cost	Pension- ary charges	
1	2		3	4	5	6	7	8
16	Do	..	1	100	..	1,200	171	1,371
17	Do	..	2	80	..	1,020	274	2,194
18	Do	..	4	(75-5-100)	..	4,400	629	5,029
19	Do	..	4	(60-3-75)	..	3,300	480	3,840
20	Do	..	1	(60)	..	720	103	823
21	Do	..	4	(50)	..	2,400	343	2,743
22	Do	..	4	(40-2-50)	..	2,240	320	2,560
23	Do	..	1	(30-4-50)	..	520	74	594
24	Do	..	2	(30-2-40)	..	880	126	1,006
25	Do	..	1	(50-2-60)	..	672	90	768
26	Teacher	..	1	(35)	..	420	60	480
27	Teacher	..	2	(40)	..	960	137	1,097
28	Do	..	1	(25)	..	300	43	343
29	Menials	..	2	15	..	360	51	411
30	Do	..	1	10	..	120	17	137
31	Do	..	7	12	..	1,008	144	1,152
32	Do	..	1	20	..	240	34	274
33	Daffadar	..	1	20- $\frac{1}{2}$ -24	..	268	38	306
34	Peons	..	4	15- $\frac{1}{2}$ -20	..	853	122	975
Savings in contingencies due to the abolition of Cottage Industries		..	..	..	..	..	..	66,420
Total		..	..	..	..	1,42,616	19,692	2,28,728

ontd.).

ment of Posts, etc., and Revision of Scales of Salaries.

de	PROPOSED				Savings due to conver- sion of posts	Savings due to retrench- ment of posts	Total Savings; difference between Col. 8 and 14	Remarks
	Allowances	Annual average cost	Pension- ary charges	Total				
	11	12	13	14	15	16	17	18
	1,371	1,371	
	2,194	2,194	
	5,029	5,029	
	3,840	3,840	
	823	823	
	2,743	2,743	
	2,560	2,560	
	594	594	
	1,006	1,006	
	768	768	
	480	480	
	1,097	1,097	
	343	343	
	411	411	
	137	137	
	1,152	1,152	
	274	274	
	306	306	
	975	975	
	66,420	66,420	
	..	74,677	10,668	85,345	24,645	1,18,738	1,43,383	
					Net Savings	1,43,383		

APPENDIX "G"

NAWAB MIR NAWAZ JUNG BAHADUR'S NOTE OF DISSENT

I cannot generally associate myself with the recommendations of the Retrenchment Committee for the following reasons :—

(1) The recommendations affect the conditions of service, scales of pay and the strength of the cadre of the various Departments. It is thus a financial case which, after the considered remarks of the various Departments are received, I shall have to examine from the financial point of view on behalf of the Hon'ble the Finance Member who will decide what recommendations, if any, should be made to Government by the Finance Department.

(2) The experiences of the war have brought about a change in values of governmental functions. While certain of these functions, so highly stressed upon in the democratic polity of the 19th century are losing their importance, others which were not fully or even partially considered as Government's responsibility are assuming importance as such. In the immediate post-war world, therefore, we should expect a change in the size and functions of services. This would naturally affect the importance, functions and numbers of the cadre of the several Departments of Government. I consider that the casting of a die for future departmental cadres and scales of pay should wait till such administrative changes, if any, within the State have taken place.

(3) The rupee is at about a third of its pre-war value. It is hard to determine at what level it will stabilize after the war. Therefore, any reduction or revision of salaries and scales of pay, which naturally have to be expressed in terms of rupees, for present Government servants or future entrants into service, will be unsound. These scales of pay can be revised, if necessary, only when an economic equilibrium is reached after the war.

MIR NAWAZ JUNG.

1-7-1954 F.

